



PROPOSAL FOR PERMISSION TO PROCEED TO HLC AND TO THE ODHE PROGRAM APPROVAL PROCESS FOR AN APPLIED BACHELOR'S OR BSN DEGREE PROGRAM

Ohio Revised Code [\(ORC\) 3333.051](#), enacted pursuant to Amended Substitute House Bill 49 of the 132nd General Assembly and later amended by House Bill 110 of the 134th General Assembly, directs the chancellor of higher education to establish a program under which community colleges, state community colleges and technical colleges may apply to offer applied bachelor's and nursing bachelor's degree programs.

This document will begin the Chancellor's review process to receive permission to proceed to HLC and to the ODHE program review process. The ODHE staff will review all submissions for compliance with specifications identified in ORC 3333.051 and for the college's capacity to offer the proposed program. If the proposal appears to meet specifications, with Chancellor approval, ODHE staff may post the program for public comment for ten business days. The Chancellor will review all documentation and associated materials, consult with others as necessary, and determine whether permission will be granted to begin the program approval process with HLC and with ODHE.

If your institution is proposing more than one program, please use a separate form for each program.

Proposals will be accepted on a rolling basis.

SECTION 1: EVIDENCE OF NEED

1.1 Program Information

- ***Provide the name of the proposed program:***

Stark State College RN to BSN Pathway Program

- ***Provide the six-digit CIP code: 51.3801***

Title: Nursing/Registered Nurse (RN, ASN, BSN, MSN).

Definition: A program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, infirmed, or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations. Referring patients to physicians and other health care specialists, and planning education for health maintenance.

- ***Provide the names of the ATS, AAB, and/or AAS programs at your college upon which the proposed program is intended to build.***

-Associate of Applied Science Concept Based Nursing

-Associate of Applied Science Concept Based Nursing RN Completion for LPN

-Associate of Applied Science Concept Based Nursing RN Completion for Paramedic

1.2 Workforce Need and Workforce Gap Not Being Met by Existing Programs

- ***Describe the workforce needs and required skills of a regional business or industry***

The healthcare sector is facing a pressing demand for Bachelor of Science in Nursing (BSN) prepared Registered Nurses (RNs), and Stark State College is poised to address this challenge. Our solution involves expanding access to BSN education at SSC through the introduction of affordable and accessible RN Completion of a Baccalaureate Degree in Nursing Program. By providing this pathway, we aim to increase the number of BSN-prepared nurses in our workforce in Northeast Ohio, meeting the evolving needs of our community and healthcare industry. To achieve this goal, we will establish a seamless pathway from the Associate Degree in Nursing (ADN) to Registered Nurse (RN) to Bachelor of Science in Nursing. This streamlined progression will enable students to smoothly transition from their ADN program to RN licensure and then seamlessly continue their education to earn a BSN degree.

The 2022 National Nursing Workforce Survey (Smiley, Allgeyer, Shobo, Zhong, Kaminiski-Ozturk, & Alexander, 2023) revealed that more registered nurses have a baccalaureate degree than did at initial nursing licensure. Although the data shows that 71.7% of registered nurses within the US workforce have a BSN or higher degree, only 51.5% are entering the profession with a BSN or higher degree (see Table 1). In 2022, there were 3.17 million nurses in the nation's workforce and it is estimated that more than 177,000 nurses will be needed to meet US demands by 2032. Following a loss of approximately 100,000 registered nurses during the pandemic, National Council of State Boards of Nursing (NCSBN) (2023) projected that 800,000 nurses will leave the profession by 2027. Therefore, confirming that a need for seamless bachelor's programs for registered nurses continues to be warranted as an attempt to create a safer and sustainable US healthcare system. The research supports that baccalaureate prepared

nurses display a higher competence in leadership, communication, and organization skills (Lasater, Sloan, McHugh, Porat- Dahlerbruch & Aiken, 2022). The BSN nurse is better prepared to participate in the aforementioned activities of research, population health, leadership, and promotion of safety.

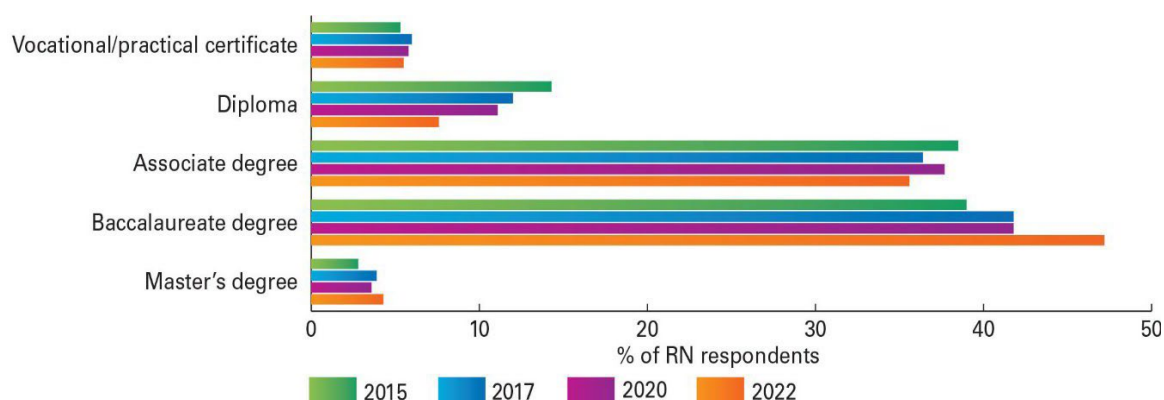


Table 1 - Type of Nursing Degree of Credential of Registered Nurses (RNs) for the First U.S. Nursing License

- ***Indicate how the proposed program is particularly suited for preparing graduates for careers in that regional business or industry.***

The impetus for this initiative was the 2010 Institute of Medicine (IOM) report, *The Future of Nursing* (FON), which stated the need to increase the educational preparation for 80% of bedside nurses to a minimum of a BSN (AACN, 2024). The literature notes that improved patient outcomes, as demonstrated by decreasing mortality rates, complications, and lengths of stay has been correlated with registered nurses to have bachelor's degrees (Lasater, Sloan, McHugh, Porat-Dahlerbruch, & Aiken, 2022). The Affordable Care Act also increased the demands of the RN who needs a solid understanding of population health, quality metrics, and case management, all topics addressed in the BSN curriculum (Cleveland & Smith, 2019). The urgency for community colleges to offer BSN programs in the state of Ohio was intensified by the passing of HB135, allowing state community colleges to establish applied bachelor's degree programs, including BSN programs (Ohio gov, 2021). The community college offers an affordable, convenient, and locally accessible pathway for students to obtain a BSN degree.

A further need is generated by area hospitals experiencing a nursing shortage and sharing concerns about maintaining the necessary proportion of BSN-prepared nurses for their American Nurse Credentialing Center (ANCC) Magnet Status. Furthermore, implementing evidence-based practice (EBP) and conducting research are requirements for hospitals pursuing the ANCC Magnet recognition (Speroni, McLaughlin, & Friesen, 2020). A surge in demand for Registered Nurses is imminent due to several factors: a heightened focus on preventive healthcare, escalating rates of chronic illnesses like diabetes and obesity, and the increasing need for healthcare services from the aging baby-boomer demographic, who are leading longer and more dynamic lives. (US Bureau of Labor Statistics, 2024).

- ***Regional data from the Governor’s Office of Workforce Transformation In Demand Jobs List (topjobs.ohio.gov) and the regional or local workforce board data as an appendix item.***

Regional data by area demonstrates that local organizations are experiencing drastic shortages when staffing nursing in hospitals, home care, rehabilitation facilities, and extended care facilities. Regional data shows that there will be a projected need for nearly 3000 registered nurses in the Northeast Region of Ohio in the next five years (Appendix A: Workforce Data). The overall employment increase in Northeast Ohio is projected to increase by 2,737 with registered nurses. The Statewide Top Jobs List indicates a growth of jobs for registered nurses at 938 as of December 2023, with 7,993 openings.

Job Title	Median Salary	Growth	Employment	Openings
Registered Nurse	\$77,000	938	131,398	7,993

Statewide Top Jobs List – December 2023 (across Ohio)

- ***Address the need for a bachelor’s degree as opposed to an associate degree.***

In 2021, 7% of registered nurses in the state of Ohio reported being unemployed (Table 2) because they lacked a Bachelor of Science in Nursing (BSN), which was a requirement by local healthcare facilities (OBN, 2022). Furthermore, 7% of Ohio's unemployed nurses cited being unable to secure employment as their reason for joblessness (OBN, 2022).

Reasons for Unemployment

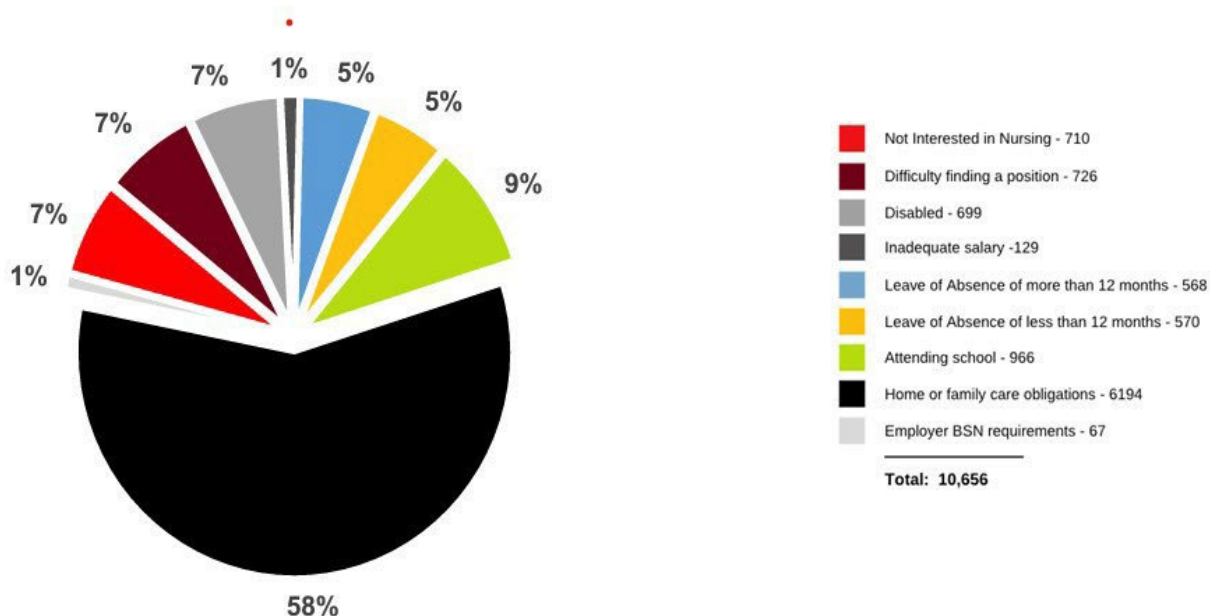


Table 2 – Reasons for Unemployment

Moreover, reasons cited for not pursuing a Bachelor of Science in Nursing (BSN) included (Table 3) limited accessibility to programs, prohibitive costs, and incompatible work schedules (OBN, 2022). However, at Stark State College, we can address these barriers by providing a cost- effective online program that is accessible to any registered nurse. Our flexible scheduling and affordable tuition aim to remove obstacles and empower RNs to advance their education and career prospects without undue burden.

Reasons for Not Obtaining a BSN?

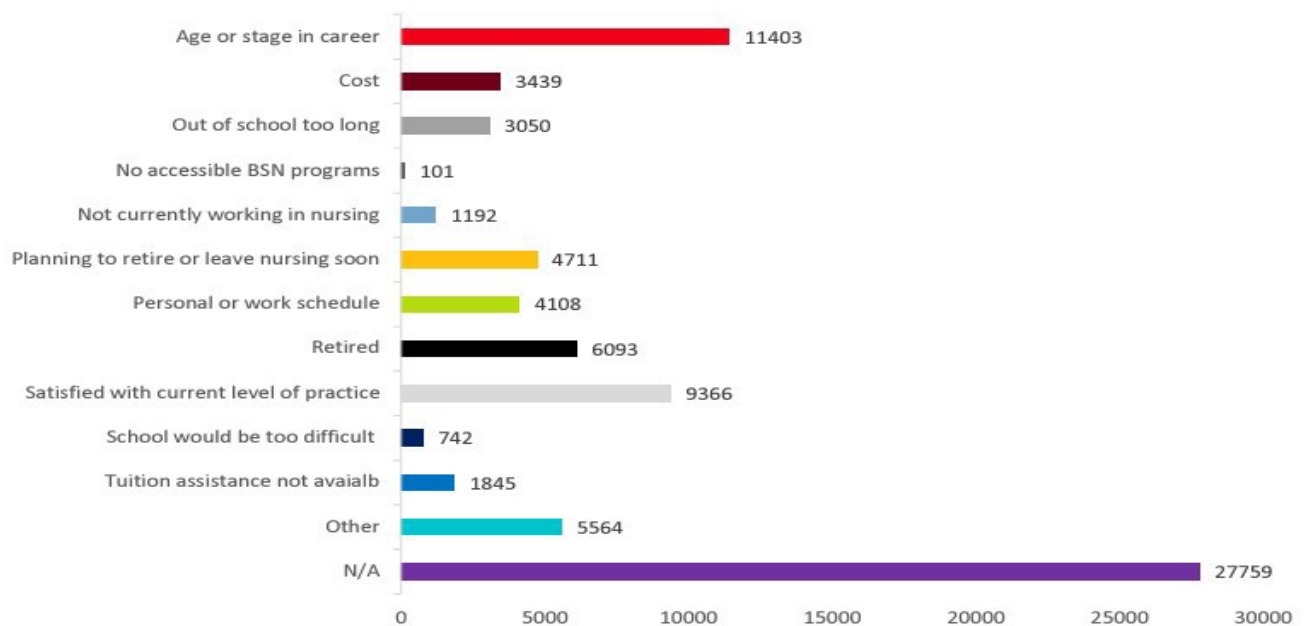


Table 3 - Ohio Board of Nursing (2022). 2021 RN Ohio Workforce Data Summary Report

An increase in BSN-prepared RNs has been shown to enhance job satisfaction, critical thinking, leadership abilities, and patient outcomes (NASAM et al., 2021). Expanding the number of BSN-educated nurses within our region's healthcare facilities is essential for improving the quality of care. Moreover, this expansion is crucial for meeting the needs outside of acute care settings. Many RN positions in outpatient and community settings, such as care management, school nursing, research, and public health nursing, require a bachelor's degree.

Additionally, with the growing number of older adults from the baby boomer generation and the increasing need for chronic disease management through self-care, patients require education, case management, and monitoring to avoid hospitalizations. BSN-prepared nurses are needed to address these community health needs due to their advanced knowledge of health promotion, leadership, population-based care, and comprehensive preparation in patient education. The additional coursework in a BSN program enhances nurses' professional development, prepares them for a more comprehensive scope of practice, and provides a deeper understanding of the cultural, political, economic, and social needs of populations.

- ***Describe the specific workforce need and skills gap not being met by existing college or university programs (public or private) in your region.***

With the current openings in registered nursing numbering over 12,000, local universities and colleges must search for new and innovative ways to educate BSN-prepared registered nurses. In Northeast Ohio, BSN-prepared registered nursing positions are the highest in-demand jobs with approximately 1,900 openings. Graduates from BSN and MSN pre-licensure programs in Ohio who successfully passed the RN-NCLEX exam in 2020, 2021, 2022, and 2023 equaled 3556, 3753, 3622, and 3858, respectively. (Appendix B: NCLEX-RN Pass Rates of Ohio Institutions). This growth rate is less than half of what is needed to bridge the gap in the nursing shortage in Ohio. Graduates from local community colleges with a prelicensure Associate Degree in Nursing (ADN) program and Diploma programs who passed the NCLEX-RN during these same four years numbered in the thousands with 3355 in 2020, 3596 in 2021, 3348 in 2022, and 3592 in 2023 (See Appendix B: NCLEX-RN Pass Rates of Ohio Institutions). These graduates could then seamlessly transition to the RN to BSN Pathway Program and complete it in four semesters. The IOM's FON report key messages included the practice of nursing to the fullest extent of education and training by achieving higher levels of training through education systems and seamless academic progression, which the community college is ideally positioned to provide. This pathway is affordable, accessible, and gets a registered nurse in the field in two years while continuing the educational process to graduate as a bachelor's prepared nurse. In addition to having gainful employment while continuing their education, many employers provide tuition assistance to support the employee during this endeavor.

In 2024, a survey was conducted of 2023 graduates and current students in the nursing program at Stark State College. Of the 246 respondents, 174 were current nursing students, and 72 were graduates of the program. Of the 72 graduates, 60 (83%) had not completed their BSN. Twelve (12) graduates (17%) are currently enrolled in a BSN program. Most students (42%) of those enrolled in a BSN program reported "other" as their school of choice for their BSN with their second highest rating (Ohio University) at 33%. Eighty-three percent of those enrolled in a BSN program indicated that they signed a contract with their employer to complete their BSN as a condition of employment, and 58% reported receiving tuition assistance from their employer. Out of 222 respondents, 212 (95.5%) stated that if offered, they would choose to attend an RN-BSN Pathway Program at Stark State College (SSC). The reasoning for this choice surrounded the following themes regarding positive experiences as a former or current SSC student: quality education, flexibility, affordability, student support, convenience, location, and competitive edge with employers. Fifty-seven (96.6%) of respondents expressed they would like to be informed about the program and opportunities for participation as it develops at Stark State College (Appendix C: SSC Nursing Student Survey Results).

Even with the number of pre-licensure graduates from the community college added to the prelicensure BSN and MSN graduates who successfully passed the NCLEX-RN, there are still not enough to end the nursing shortage with 6911 new RNs in 2020, 7349 in 2021, 6970 in 2022, and 7450 in 2023. Other measures for retention of nurses in Ohio will also merit consideration (Appendix B: NCLEX-RN Pass Rates of Ohio Institutions).

- ***List similar bachelor's degrees at public and private colleges and universities in your region and identify, in detail with specific program examples, how they do not meet the regional business and industry needs.***

The BSN nursing programs at Stark State's partner higher education institutions are quality programs. Our Workforce Needs review revealed a need for all of these programs plus Stark State's proposed BSN degree program. Stark State's long-term goal is to collaborate with our partner higher education institutions by creating articulation agreements to support a BSN to MSN pathway, which will support students continuing their education to complete a doctoral program. Through this collaboration, we can all work together to address the shortage of nursing faculty, advance the nursing profession, and do so while including nurses from underrepresented groups.

Boosting the number of bachelor's prepared registered nurses among minority communities is crucial. SSC serves Wayne, Carroll, Tuscarawas, Summit, and Stark counties, drawing most of our students from the Akron or Canton areas. Stark State College caters to a diverse student body, catering to the educational needs of both the Akron and Canton communities. Compared to other community institutions in the region, Stark State has a higher minority enrollment, with African Americans comprising 15.1% of the student body (Table 4).

According to the 2022 National Nursing Workforce Survey, a bachelor's degree in nursing was the predominant highest level of education across all racial demographics (Smiley et al., 2023). However, the data highlighted a concerning trend: less than half of African Americans held a bachelor's degree in nursing (Table 5). This underscores the urgency to address disparities and ensure equitable access to educational opportunities within minority populations pursuing careers in nursing. In 2021, African American registered nurses (RNs) comprised only 7.0% of the total number of nurses in the state of Ohio (Ohio Board of Nursing, 2022).

Research indicates that African American students are more inclined towards the Associate Degree in Nursing (ADN) pathway rather than starting with a baccalaureate nursing program (Mohammed, Guenther, Frogner, & Skillman, 2021). Therefore, offering this pathway will enhance the diversity of registered nurses with bachelor's degrees. With Stark State College recently securing the Department of Labor Strengthening Community Colleges Training Grants 1.75-million-dollar grant, a primary objective is to attract African American students to pursue a career in nursing. Introducing an RN-BSN program will further streamline this pathway, consequently increasing the number of bachelor's-prepared registered nurses within our local workforce.

DIVERSITY OF REGIONAL INSTITUTIONS

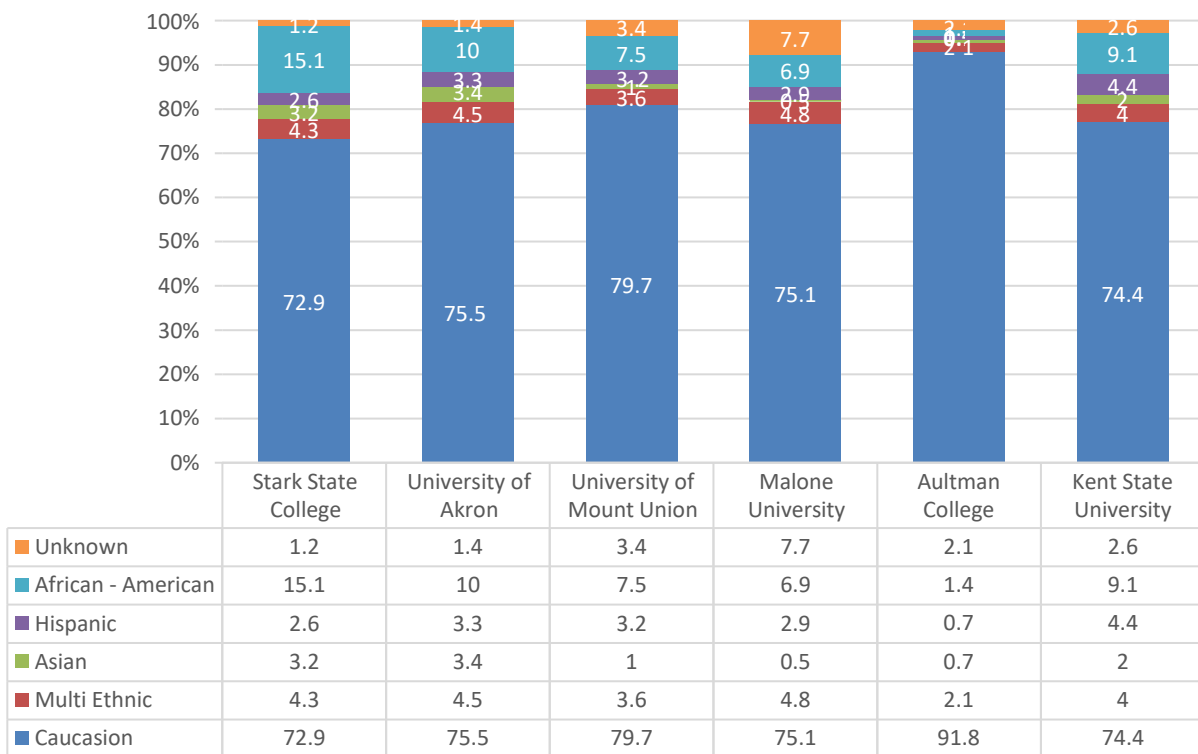


Table 4 - From Diversity Statistics of Regional Institutions from Collegefactual.com

Race	Diploma	Associate	Bachelor
Asian	549.2 (2.8)	1,919.5 (9.6)	14,175.0 (71.1)
Black/African American	452.6 (2.7)	3,718.6 (21.8)	8,405.9 (49.3)
White/Caucasian	9,535.9 (4.4)	56,320.0 (26.0)	106,344.0 (49.1)
Other	171.1 (2.2)	1,705.9 (21.4)	4,347.7 (54.6)

Table 5 - Displaying Number of Black/African American RN with Associate vs Baccalaureate from NCSBN 2022 National Nursing Workforce Survey

There are two specific workforce needs related to BSN nursing that are not being met by existing college or university programs in our region:

1. As illustrated by data, there is a documented gap between the number of BSN nurses being produced and the number of BSN nurses needed by employers.
2. There is a less-than-optimal diversity with the regional BSN nursing workforce.

As noted above, Stark State's BSN program is uniquely positioned to address both of these unmet needs in ways that complement and often exceed existing college and university programs in our region. Stark State's RN to BSN pathway program will increase the annual number of BSN completers in the region to better meet employers' expressed needs. As shown above, Stark

State has illustrated that it has the most diverse nursing graduates in the region, and fully expects this will continue with the BSN program.

In addition, the cost of higher education is indeed a significant consideration for many individuals, especially given the current climate surrounding student loan repayment. According to Gallup and Lumina Foundation (2024), the cost of education is a major barrier to enrollment within higher education, with 56% responding that they are not enrolled due to cost and 31% of those enrolled considering dropping out of college due to cost. Cost of the degree was listed as the highest barrier to participants pursuing a certification, associate or bachelor's degree program.

A recent survey with Stark State College's 2024 graduating ADN students and 2023 ADN alumni highlights cost as a major factor in deciding whether to pursue further education, such as obtaining a BSN. It is encouraging to see that 45.9% of respondents would choose to pursue a BSN at Stark State College due to its affordability. This indicates that offering competitive pricing is crucial in attracting and retaining students. Stark State College boasts the lowest cost per credit hour in the region providing a more accessible option for aspiring nurses seeking to advance their education (Appendix C: SSC Nursing Student Survey Results).

Institution	Stark State College	Walsh University	Malone University	Kent State University	University of Akron	Aultman College	University of Mount Union
RN—BSN Cost per credit hours	\$199.60	N/A	N/A	\$410	\$799.95	\$306.00	N/A
BSN Cost per credit hour	\$199.60	\$1,140.00	\$630.00	\$433.31	\$799.95	\$816.00	\$695.00

By offering affordable pathways to a BSN, Stark State College not only addresses the financial concerns of students but also ensures that individuals who may have otherwise been deterred by high tuition costs have a pathway to pursue their educational goals. This commitment to affordability helps bridge the gap and ensures that quality nursing education remains accessible to a wider range of individuals.

As per the Higher Learning Commission (2024), expanding pathways in higher education fosters a more equitable and diverse workforce. The emergence of stackable credentials is crucial for academic institutions. Stark State's LPN-RN, Paramedic-RN and prospective RN-BS pathways are vital for meeting workforce and community demands. The AACN (2024) is dedicated to supporting educational and healthcare sectors in providing pathways that facilitate academic advancement within the nursing field. This support is specifically aimed at enhancing collaboration among communities to ensure smooth transitions from associate-prepared RNs to bachelor's, master's, and potentially doctoral-prepared professionals. While the focus is on the RN-BSN program, there is potential for SSC's BSN graduates to transition to master's or doctoral programs at local universities. There's a national imperative to boost enrollment in graduate nursing programs, with a 3.1% drop in doctoral program enrollments from 2022-2023 (AACN, 2024). Additionally, the AACN reported a 9.78% decline in enrollment in Master of Science in Nursing programs in the Midwest from 2021 to 2022. Between 2020 and 2022, newly issued certifications and licensures for advanced practice nurses, including CRNAs, Certified Nurse

Midwives, and Clinical Nurse Specialists, have significantly decreased (OBN, 2023). Increasing the number of BSN-prepared nurses will help create a pipeline to meet the growing demands in the nursing field. Approval of the proposed RN-BSN program would help facilitate enrollment in regional graduate nursing programs at institutions like Kent State, University of Akron, Walsh University, Malone University, and University of Mount Union.

- *Prior to submission, this proposal must be discussed at a meeting of the community college's regional educational providers. Discussions among institutional members should address regional workforce needs, benefits to the region, concerns about potential duplication and program overlaps, and options for articulated pathways (2+2 or 3+1), as appropriate. Attach a fact-based summary of the discussion and related documentation (including comments both in favor of and opposed to the program) as an **appendix item**. It is important to reach out in the spirit of collaboration to any institution that might perceive that they have a similar program and attempt a 2+2 or other collaborative arrangement if possible. In addition, where possible, educational partners should be consulted without business partners present to ensure education partners have a dedicated opportunity to share and discuss questions and potential concerns regarding the program.*

Stark State College invited representatives from community universities and colleges with BSN programs to learn about the proposed RN-BSN pathway program. On May 15, 2024, the proposal was presented to nursing directors and administrators from Kent State-Stark, Kent State University (main campus), University of Akron, Walsh University, and Aultman College. An invitation was extended to Malone University but a representative didn't attend the meeting. The presentation covered regional workforce needs, the benefits to the region, concerns about potential duplication and program overlaps, and options for articulated pathways. Following the presentation, the guests were invited to ask questions and provide comments to the presenters. A fact-based summary of the discussion and related documentation is provided in Appendix D: Regional Education Providers Meeting Discussion Summary. The meeting concluded with a clear recognition of the ongoing changes within higher education and the need for community institutions to collaborate to continue meeting the needs of the region and populations. University representatives stated that they expected the BSN pathway to be approved and that they looked forward to working with Stark State on a BSN to MSN articulation agreement. We confirmed that we plan to collaborate with our university partners by developing a BSN to MSN pathway.

SECTION 2: INDUSTRY PARTNERSHIP

2.1 General Partnership Information

- *Provide the name(s) of the regional business/industry partner(s) for the proposed program.*

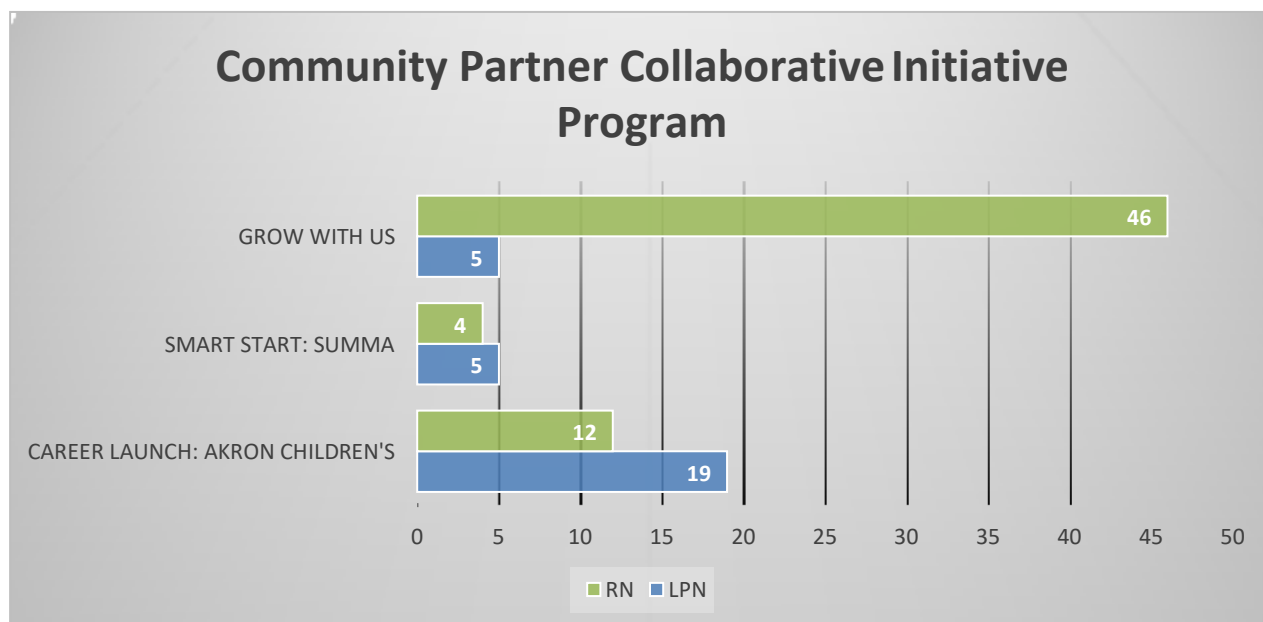
Stark State benefits from its strategic location within a 20-mile radius of top-tier healthcare facilities. Its nursing department has fostered continuing partnerships with the following esteemed institutions: Summa Healthcare System, Aultman Health Foundation, Akron General Medical Center, and Mercy Hospital (now part of Cleveland Clinic). The support from these healthcare facilities has been essential in the success of our students and the well-being of our community (Appendix E: Community Partner Clinical Site Chart).

- ***Provide a description of evidence of agreement(s) from regional business or industry to train students in an in-demand field and to employ students upon their successful completion of a program. Ideally the agreement should provide workforce opportunities and employment for the anticipated number of graduates of the program.***

Our letters of support and affiliation agreements with community partners represent a collaborative strategy aimed at delivering the highest quality education to SSC students. These partnership agreements are instrumental in ensuring that students not only learn to deliver effective nursing care but also uphold patient safety standards. Through these partnerships, students achieve nursing program outcomes benefiting both our community and healthcare systems by guaranteeing that graduates will offer evidence-based nursing practice upon program completion (Appendix F: Community Partner Affiliation Agreements and Appendix H: Community Partners Letters of Support).

- ***Describe current and future employment opportunities with the business/industry partner(s) and within the region.***

With the backing of community partners, SSC's graduates are poised to fill numerous nursing positions, all while seamlessly pursuing a cost-effective online bachelor's completion program. SSC's collaboration with community partners extends far beyond providing clinical experiences for students. Since Spring 2019, SSC has actively engaged in Cleveland Clinic Mercy Medical Center's *Grow With Us* initiative, working closely with nursing faculty and hospital administration to educate multiple employees. Twenty registered nurses have graduated from this program since its inception. Moreover, SSC is also a partner of Summa's *Smart Start* program, assisting in the development of employees through education programs, including nursing pathways. Akron Children's Hospital partnered with SSC in 2019 to establish its *Career Launch* program offering financial incentives, scholarships, and flexible scheduling to educate future nurses. The BSN pathway will be added to the programs identified above with our local hospitals. Thus, once students complete their ADN degree, they will remain in the *Grow With Us*, *Smart Start* and *Career Launch* programs and complete the BSN pathway program. Given our extensive history with these institutions, efforts continue to be made to strengthen collaboration and engage key stakeholders, including board members, executives, faculty, staff, and community members.



- ***Include the data points that will be collected to track employment outcomes.***

While it is crucial for our program that the nursing students graduate and acquire nursing licensure, it is our aim to produce high-quality nurses who are working within the healthcare industry. Therefore, the SSC nursing department meticulously tracks the employment status of graduates to ensure that it adequately prepared them for the healthcare workforce. Graduates are surveyed regarding their employment status six months after program completion, and this data is gathered and shared with accreditation and governing bodies, as well as the community. Of the May 2023 ADN graduates, 85.5% responded to the Employment Status Survey. The survey revealed that 81% of participants are employed at one of SSC's community partner healthcare facilities (Table 6); and 97% are employed in the nursing field (Table 7) (Appendix G: May 2023 Graduate Survey Results).

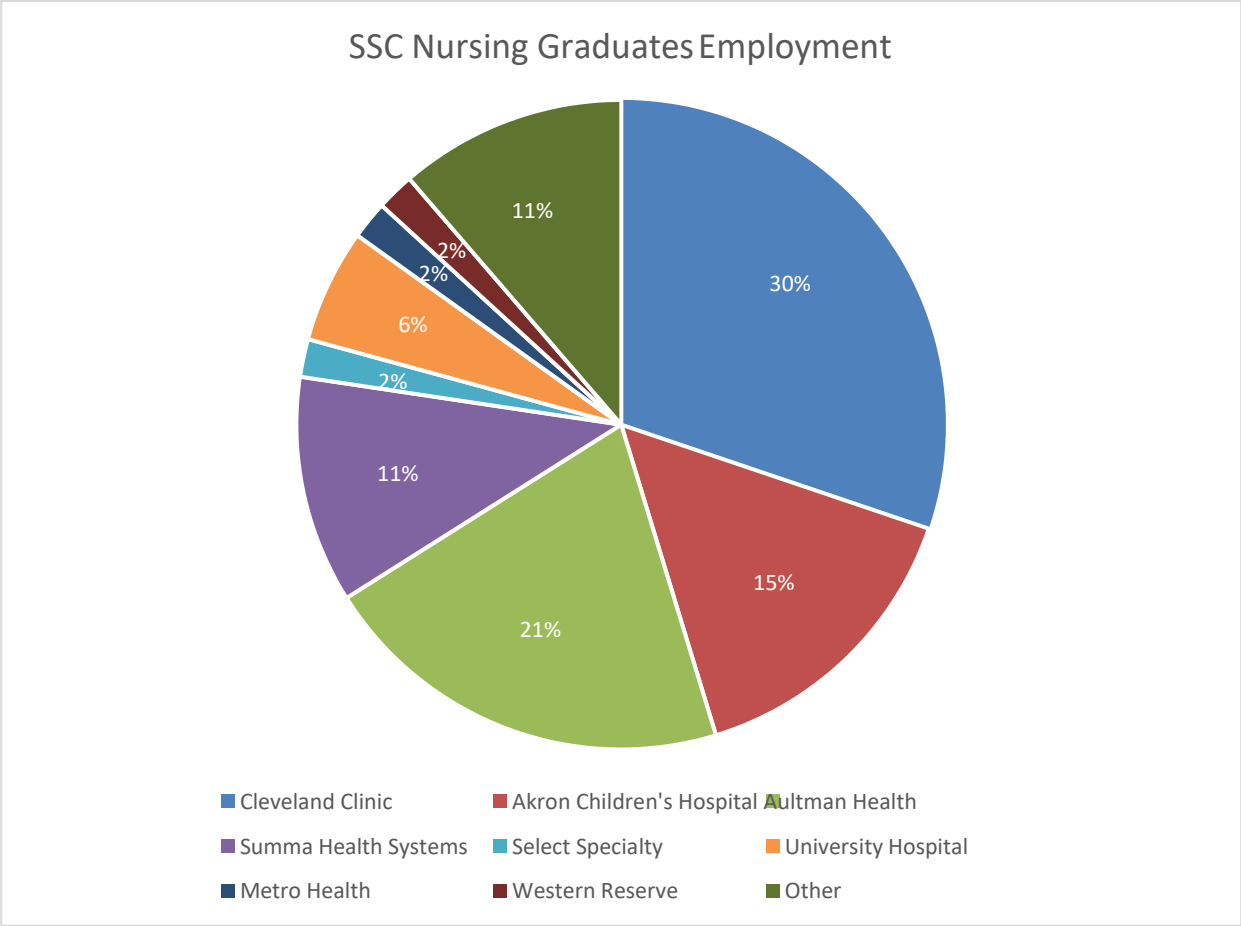


Table 6 – Employment with SSC Partners

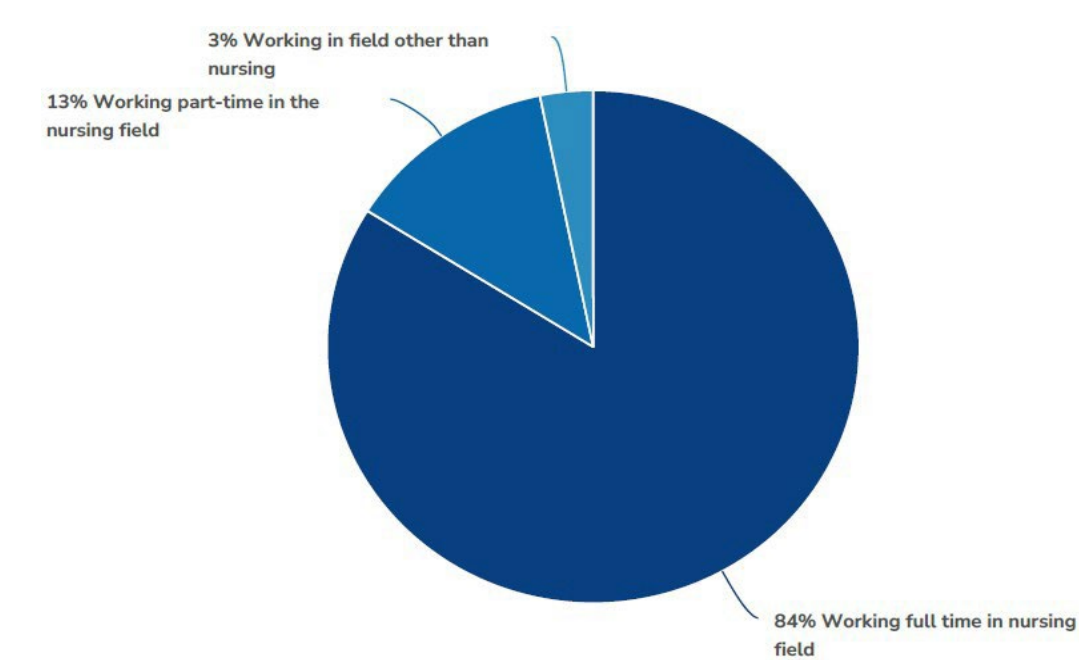


Table 7 – Employment in the Field

- ***Submit letters of support from specific business/industry partners indicating their commitment to train students in an in-demand field and to employ students upon successful program completion as an appendix item. Support letters are expected to detail the partner's current and future employment needs and to precisely describe the partner's level of involvement with the proposed program (e.g., participation in curriculum development, participation in program advisory boards, and commitment to providing work-based learning opportunities for students). As part of the review process, ODHE expects letters unique to each employer's needs and perceptions of their future employment needs related to the program. Letters should not be form letters, which do not carry weight as part of the review. Please ensure that letters include estimates of how many employees the business partner expects to hire from the program in the years following the program's implementation. Please ensure that letters are dated.***

These collaborations, highlighted in support letters, emphasize the reliance of community partners on SSC's programs to meet their staffing needs in regional healthcare settings. The letters identify their willingness to partner with us on our practicum experiential experience, which is in addition to their support for our clinical hour rotations for the ADN degree, and to hire our graduates. Dr. Clifford Deveny and Dr. Kelli Saucerman-Howard emphasize that SSC's academic pathway, from STNA to LPN to RN, and then the proposed BSN, is highly favored by working professionals, contributing significantly to addressing the growing demand for nursing positions amidst the shortage. Moreover, SSC's programs have consistently produced a noteworthy percentage of minority graduates, fostering a more inclusive workforce within leading healthcare institutions such as Summa Health System Hospitals, Cleveland Clinic Akron General Medical Center, and Akron Children's Hospital (Appendix H: Community Partners Letters of Support).

SSC's community partners actively engage with the nursing department through their involvement on the Stark State College Nursing Advisory Board. These members contribute by sharing strategies to enhance program outcomes, offering feedback on student performance and providing updates on industry developments. Additionally, they share best practices and identify potential opportunities for students such as employment, residency, and externship opportunities. In April 2024, discussions centered around the practical nursing role within the healthcare team including the need for education on the role and progression opportunities. There was emphasis on encouraging students to pursue careers in medical-surgical nursing units and fostering increased collaboration among community partners to boost student recruitment into nursing (Appendix I: Advisory Board Minutes).

2.2 Workplace-Based Learning Experience

- ***Describe the workforce-based learning experience(s) embedded in the program. Include commitments from business and industry partner(s) as an appendix item.***

Stark State College has many existing affiliation agreements with care sites, established through positive clinical experience relationships, to implement appropriate workplace-based learning experiences. Many of Stark State College's clinical partners in the current nursing ADN programs have expressed enthusiastic interest in continued partnerships with the College through the RN-BSN program, as demonstrated by the letters of support in Appendix H: Community Partners Letters of Support. The RN-BSN completion proposal will not request clinical placements for cohorts; therefore, it will not negatively impact any pre-licensure programs or compete with existing clinical partnerships. It is important to note that Stark State College's

ADN program does not have difficulty placing its pre-licensure students in clinical experiences and has established an adequate number of affiliation agreements with health care site partners as evidenced by the affiliation agreements found in Appendix F: Community Partner Affiliation Agreements.

The proposed pathway program is a RN-to-BSN completion program. The target market is practicing registered nurses who have earned an Associate Degree in Nursing. The completion program objective and learning experiences will be aligned with the necessary curriculum content and expected competencies required by the American Association of Colleges of Nursing Essentials (2021) for graduates from baccalaureate programs. Students will have earned an Associate Degree in Nursing, passed the National Council Licensure Examination (NCLEX), and hold Registered Nurse (RN) licensure. For this reason, the typical clinical cohort instruction included in a two-year ADN program or four-year BSN entry prelicensure program preparing students to enter the nursing workforce does not apply. Unlike prelicensure nursing programs, the proposed Stark State College RN-BSN Pathway Program would not be regulated by the Ohio Board of Nursing, since the students would already carry an unencumbered nursing license, which would be verified at time of application and maintained through the program completion.

The workforce-based learning experiences would be designed considering the needs of the already licensed and employed participant, providing opportunities to explore specialty nursing practice, advanced nursing practice roles, and alternative practice settings. The student will actively engage in securing approved preceptors for their practicum experience through institutions that hold affiliation agreements with Stark State College. Typically, workforce activities will involve a single student collaborating with a designated nurse. During the fourth semester, Stark State would leverage its existing affiliation agreements to facilitate student practicum hours. These experiences will encompass specialized areas of expertise and foster leadership skills through participation in the capstone course, NSG460-Nursing Capstone. The capstone course provides students the opportunity to capture the culmination of the knowledge, skill mastery, and clinical experiences at the completion of the program. In this course, students will develop a comprehensive project that integrates their understanding of quality nursing practice, nursing research, leadership, health informatics, population-health and health promotion to create a detailed project plan aimed at addressing a complex healthcare issue. Students will apply evidence-based practice and theoretical frameworks to focus on a community health promotion need, a quality improvement initiative, or a healthcare organizational challenge. Following the research process, students will analyze a specific need or challenge within their practicum site and develop a plan for improvement. Although implementation of the project is not required during the course, the final project plan must be detailed enough for potential future execution. This meets the requirement of the Accreditation Commission for Education in Nursing (ACEN, 2023) standards, which states that “Student clinical experiences and practice learning environments are evidence based; reflect contemporary practice and nationally established patient health and safety goals; and support the achievement of the end-of program student learning outcomes.” The practicum experience is supported by local hospitals as evidenced by the letters of support found in Appendix H: Community Partners Letters of Support.

- ***Describe the relationship of the individuals working with students in the workplace-based learning experience to those in the on-campus program (e.g., are they members of the on-campus faculty who also participate in the off-campus experience, or are they individuals employed by the off-campus facility who agree to supervise/mentor students)?***

The working relationship between the student, the faculty member, and preceptor would be an all-encompassing experiential learning experience. Interprofessional collaboration would be maintained at specific intervals of the program. Stark State College nursing faculty will continuously monitor and help improve the workplace-based learning experiences of their RN-BSN students just as they have always committed to doing with their ADN students, through innovation and commitment. Faculty employed in the ADN program will be the same faculty working in the RN-BSN program to help monitor and improve the experience of the RN-BSN student.

The proposed RN-BSN Program differentiation to the Pre-Licensure Programs.

One of the key factors to emphasize is the distinct difference between the proposed RN to BSN program, which will increase the competencies of nurses who are already in the workforce versus pre-licensure programs that prepare nurses to enter the workforce as novice nurses. The RN-BSN program helps the nurse succeed in various nursing roles. The nursing workforce is in dire need of individuals prepared for leadership roles, clinical education expertise, nursing educators, managers, and charge nurses with a background that emphasizes innovation, integrity, inclusion, quality in care, respect, and professionalism.

Stark State College students entering the proposed RN-BSN program already have a license and would be employed in healthcare facilities, so there would be unique opportunities for these students with the chance to explore specialty areas in nursing practice, shadow leadership roles, experience alternative healthcare settings and advanced practice nursing roles without the need to request additional clinical placements. Students would be expected to work jointly with faculty to determine optimal practicum sites and project topics; and the faculty would facilitate education and affiliation agreements for the student. Our community partners support the practicum experiential experience as noted in Appendix H: Community Partners Letters of Support. And unlike pre-licensure nursing programs, the proposed Stark State College RN-BSN program would not be regulated by the Ohio Board of Nursing; however, preceptor guidelines as mandated through the OBN will be utilized to maintain high standards (Appendix J: Preceptor Qualifications). The practicum experiential experience is above and beyond the clinical hours that are already supported by our healthcare partners.

- ***Provide a description of the mechanisms used to measure the success of the workplace-based learning experience. Indicate how faculty members on the main campus are involved in monitoring and improving the experience.***

The mechanisms used to measure success for the workplace-based learning experiences of the RN-to-BSN student include course outcomes via an evaluation form where students are assessed and evaluated by faculty through constructive feedback from the nurse preceptor or nursing mentor as appropriate. The preceptor will be vetted through an OBN approved documentation format prior to workplace-based learning experiences being started (Appendix J: Preceptor Qualifications).

A faculty mentor from the main campus will act as an expert visitor by observing the site or participating in engaging practicum experiences with the student at designated times as established by the objectives of the course. The faculty mentor provides oversight and support to both the student and preceptor. The student, faculty mentor, and preceptor will utilize nursing professional organization and enrichment experiences, which provide growth opportunities consistent with nursing professional development and culture of nursing, within the context of supportive and collaborative interprofessional relationships and designed to achieve positive healthcare delivery outcomes that effect positive social change in practice settings and communities.

To measure the success of the Stark State College RN-BSN Pathway Program from a workforce standpoint, the numbers of vacant BSN-required positions at local hospitals will be measured. As nurses complete their BSN degrees, the potential to hire more BSNs, and upskill the existing ADN workforce, by promoting nurses from within their organizations for leadership and advanced roles positions, and providing a more stable work environment will be evaluated with internal promotions. We will also measure the success by our continued growth of the hospital programs including *Smart Start*, *Career Launch* and *Grow With Us*.

SECTION 3: INSTITUTIONAL CAPACITY

- ***Describe the faculty capacity for the proposed program. Include numbers for existing faculty, and faculty that will be hired.***

There are currently 11 full-time faculty in the ADN Program with a faculty-to-student ratio of 1:22 for nursing courses. For undergraduate ACEN-accredited programs, full-time faculty-to-student ratios average approximately 1:17. To align with this average, one additional instructor/coordinator will be hired for the first two sections of RN-BSN students, each with enrollment of 18. With the addition of two more sections of 18 students, another full-time instructor will be hired. The faculty-to-student ratio for the program will be 1:18, which is effective for an online learning setting for nursing courses.

- ***Describe the financial capacity for the proposed program.***

The RN-BSN program pathway will be offered to licensed RNs. As such, most of the program's expenses are attributed to the ADN program. Therefore, the College will need only to finance the coordinator and instructor position(s), discussed in the previous section, and nominal costs associated with supplies and information/communication.

- ***Describe the facilities and equipment capacity for the proposed program.***

At Stark State College, the utilization of the Blackboard Learning Management System (LMS) serves as the cornerstone for facilitating online learning, and will be utilized in further development of BSN courses. Blackboard offers a robust platform for course delivery, enabling educators to create engaging content, administer assessments, and foster interactive discussions. Through Stark State's online learning services, faculty receive full support in capitalizing on the potential of Blackboard for BSN course development. This support includes training sessions, instructional design assistance, and access to a source of best practices provided by the eStarkState staff. Moreover, Stark State College's eStarkState staff stands ready to assist students with any technical challenges they encounter while navigating the online learning environment. Whether it is troubleshooting access issues, resolving software issues, or providing guidance of

utilizing Blackboard's features effectively, the eStarkState staff ensures that students receive reliable support to enhance their learning experience.

Additionally, SSC offers ample office space and provision of laptop computers to accommodate the addition of a program coordinator and a full-time instructor. Situated within the Health Sciences building, these offices offer a welcoming and conducive environment for productive work and collaboration. Additionally, the College's implementation of VPN access and shared drives enhances flexibility by enabling faculty members to seamlessly transition between in-person and virtual interactions. This versatility ensures that faculty are readily available to address student inquiries and provide advising support, even during evenings and weekends.

The Stark State Digital Library serves as a comprehensive electronic repository of resources and services that support the academic success of students. Accessible through the SSC website and directly within the Blackboard LMS, the Digital Library offers a wealth of electronic information, links, and resources. For personalized assistance, students can reach out to the Director of Library Services or the Assistant Director of Library Services. Both are available in their respective offices or by phone. Furthermore, SSC shares the Learning Resource Center (LRC) with Kent State University-Stark Campus, offering a spacious physical facility equipped with a vast collection of books and resources. With extended hours during the week, the LRC provides students and staff with ample access to its resources and the assistance of five full-time librarians and dedicated library assistants.

The main and Akron campuses house a total of five nursing skills labs, catering to various learning needs within the nursing department. These facilities serve as dynamic spaces for student education, encompassing activities such as learning sessions, high-fidelity simulations, lab testing, and open practice sessions. Additionally, the campus has simulation rooms designed to replicate real-world healthcare scenarios, providing students with immersive learning experiences. This comprehensive setup underscores SSC's commitment to offering practical, experiential learning opportunities to aspiring nursing professionals.

See Tables 8 and 9 below for descriptions of classrooms, learning labs, and major equipment resources available in Stark State College's nursing department.

Laboratories	J210 Simulation	J211	J212 - Simulation	K211 - Simulatio n	A316 - Akron Lab	Akron Sim Room
Seating	16	20	18	16	13	0
Size of lab	29'4" x 33'7"	33'2" x39' 4 "	36' x 37'11"	26'3" x 36' 10"	40' 9 3/4"x67 10 1/4"	16'1 1/2"x 11' 2"
Number of Beds	3	4	3 beds, 2 isolettes, 3 bassinets 1 infant radiant warmer	5	8 beds	1 bed, 1 bassinet

Table 8 – SSC Laboratory Descriptions

Equipment	Main Campus - Labs	Main Campus Simulation	Akron Lab/Simulation
Manikins	11 adult/ task trainers 1 child/task trainer 1 infant/task trainer	1 high fidelity simulator 2 midrange simulators 1 midrange infant simulator	7 adult/ 6 task trainers 1 adult simulator 1 child/task trainer/simulator 1 infant/task trainer/simulator
Radiant Infant Warmer	1	NA	NA
Headwall	6	NA	1
Monitors	NA	3 large screens 2 laptops	1 large screen/desk top computer
Sim Pads	NA	3	1
IV Pumps	7 Alaris 8100 2 Alaris Signature 3 Braun 100	3 Alaris 8100	4 Alaris 8100
Venipuncture Injection Arms/Hands	4	NA	5
Chester Chest	4	NA	4
Intramuscular Injection Trainer	4	NA	5
Male/Female Catheterization Task Trainers	11	NA	6
Ostomy Care Simulator	2	NA	1
Enteral Pumps	3	NA	1
Portable Vacuum	5	NA	1
Adult Trach Care Simulator	11	NA	4
Medication Carts	5	NA	1
Emergency Crash Cart	NA	1	1

EKG Monitor	NA	2 on crash carts (Main/Akron) 3 simulation monitors	1 on crash cart 1 on monitor
Fetal Monitor/Maternal Monitor	NA	1/1	NA
Vital Sign Monitor	NA	4	1
Intubation Trainer	2	NA	1
Airway Trainer	2	NA	1
AED Trainer	1	NA	NA
CPR Manikin	3	NA	1
Surgical Sally Bandaging Simulator	2	NA	NA
Isolation Cart	NA	1	1
Ventilator	1	1	1
Fundal Task Trainer	1	NA	1
Pulse Oximeters	3	NA	1
Glucometers	5	NA	1
Doppler	1	NA	
BP Cuffs	14	NA	
Injection Models Demo Dose Inject	45	NA	5
Infant Skins Kit	1	NA	
Pelvic Bone/Fetal	1	NA	
Head & Stand	1	NA	

Table 9 - Nursing Laboratory Inventory: Major Equipment/Resource

- ***In addition to allowable tuition, will additional program fees be required for students in the proposed program? If so, please describe.***

Students will pay current College fees that are charged to all students. These include a distance learning fee of \$10 per credit hour for online courses, a maintenance and security fee of \$35 per semester for completion of four or more credit hours and a health record management fee of \$50 per year.

- ***Provide a budget that addresses the up-front investment required to establish the proposed program.***

During Year 1, the College will experience an initial start-up cost of approximately \$118,969 for the hire of a RN-BSN Program Coordinator and for costs associated with adjunct and/or overload instructional pay for two sections of 18 students. As enrollment grows with the addition of two more sections of 18 students, another full-time instructor will be hired in Year 2.

Year	New Full-Time Faculty	Adjunct and Overload Pay
Year 1	\$110,666 Salary and Benefits	\$8,303
Year 2	\$164,818 Salary and Benefits	\$14,171
Total	\$275,484 Salary and Benefits	\$22,474
Total 2-Year Expenditure		\$297,958

Full-time faculty-to-student ratios for undergraduate ACEN-accredited nursing programs average at approximately 1:17 within two-year public higher education learning settings. The addition of two new full-time faculty for the RN-BSN program and a new student cohort of 36 would maintain a faculty-to-student ratio of 1:18 for each nursing course, therefore, remaining in the acceptable range of recommended faculty to student ratio.

The 2023 ACEN Standards state that full-time faculty should be sufficient in number to comply with the standards of the accreditation body. According to ACEN glossary (2024), sufficient faculty is defined as “adequate for the purpose of achieving the end-of-program student learning outcomes and program outcomes.” A crucial aspect of ensuring the quality of education in any academic institution is the adequacy of faculty members to cater to the diverse needs of students. An ample number of faculty members is essential not only for advising students but also for the development of courses, reviewing curriculum, implementing various teaching methodologies, and evaluating the attainment of program objectives. Particularly in the online setting, where engagement is vital, purposeful interactions between instructors and students, as well as students and course content, are fundamental for facilitating an optimal learning environment, especially in asynchronous learning environments. Class size plays a significant role in determining the level and quality of interaction between students and instructors within a course. Research has indicated that larger class sizes can lead to decreased student participation, underscoring the importance of maintaining manageable class sizes to foster effective engagement and achievement of learning outcomes (Antoniou, Alghamdi, & Kawai, 2024)

Factors such as the amount and quality of interaction between faculty and students must be considered in online courses. Additionally, course design is crucial when determining the faculty-to-student ratio in an online learning environment. Learning activities that require writing-intensive assignments and engagement through discussions necessitate a smaller class size (Burch, 2019). These considerations were evaluated when determining the size of the RN-BSN cohort, class sizes, and the number of faculty needed. SSC’s RN-BSN program will maintain a student-to-faculty ratio of 18:1, which aligns with best practices for online class sizes of 15-30 students for asynchronous delivery. This ratio maintains a sense of community among

learners and remains manageable for instructors expected to utilize an above-average level of interactivity (Saint Louis University, 2024). Additionally, the chosen ratio aligns with the approximate national average faculty-to-student ratio of 1:17 at public two-year institutions (National Center for Education Statistics, 2023). It also aligns with Stark State College's policy for online courses.

- ***Please provide revenue and expense information that tracks how many years it will take for revenue derived from the program to exceed program expenses.***

Budget projections are based on initial enrollment of 36 students with a 12% attrition rate and 32 students completing the program in the second year. Projected Year 1 start-up costs are identified as \$176,336. (See Table 10). State Share of Instruction (SSI) is not earned until courses are completed, and the course completion is counted in the following years as part of the three-year average. Therefore, no SSI is received in the first year, and only one-third of the SSI is received in the second year. Two-thirds is received in the third year, and it is fully included in the fourth year. As such, Year 2 show revenues slightly exceeding program start-up costs and annual expenses. However, Years 3 and 4 show projected incomes that outpace projected expenses by \$92,356.73 and \$155,457.60 respectively. (See Table 11).

	Year 1	Year 2	Year 3	Year 4
Instruction (technical and general)/personnel costs	\$77,904	\$113,716	\$144,596	\$154,723
Instructor benefits	\$41,065	\$65,273	\$92,025	\$100,339
Supplies	\$239	\$359	\$495	\$643
Information & communications	\$3,592	\$3,772	\$3,960	\$4,158
Indirect Costs	\$53,536	\$80,545	\$106,480	\$114,778
Total expenses/costs	\$176,336	\$263,665	\$347,556	\$374,641
<u>Notes Regarding the Proper Calculation of SSI:</u> -SSI is not earned until courses are completed, and the course completion is counted in the following years as part of the 3-year average. -Therefore, no SSI is received in the first year, and only 1/3 of the SSI is received in the second year, 2/3 in the third year, and it is fully included in the fourth year. -No SSI is received for degree completion in the first 4 years. Success points are unrelated to these courses. -Each funding model was assumed to increase 1% per year.				

Table 10 – Budget Expenses

	Year 1	Year 2	Year 3	Year 4
I. Projected Enrollment				
Head-count full time	36	69	69	69
Head-count part time	0	0	0	0
Full Time Equivalent (FTE) enrollment	23.27	49.23	47.10	48.03
II. Projected Program Income				
Tuition (paid by student or sponsor)	\$142,810.80	\$289,457.60	\$303,229.80	\$295,362.00
Expected state subsidy	\$ -	\$43,619.13	\$176,838.80	\$310,122.27
Other Income (Miscellaneous Fees)	\$11,230.00	\$22,945.00	\$22,945.00	\$22,945.00
-Miscellaneous fees include the annual health records maintenance fee, semesterly maintenance and security fee and course distance learning fee.				
Total Projected Program Income	\$154,040.80	\$356,021.73	\$503,013.60	\$628,429.27
I. Program Expenses				
Instruction (technical and general)/personnel	\$77,904	\$113,716	\$144,596	\$154,723

costs				
Instructor benefits	\$41,065	\$65,273	\$92,025	\$100,339
Supplies	\$239	\$359	\$495	\$643
Information & communications	\$3,592	\$3,772	\$3,960	\$4,158
Indirect Costs	\$53,536	\$80,545	\$106,480	\$114,778
Total Projected Expenses	\$176,336	\$263,665	\$347,556	\$374,641
Annual Balance: Gain (or Loss)	(\$22,295.20)	\$92,356.73	\$155,457.60	\$253,788.27

Table 11 – Balance Sheet

SECTION 4: PROGRAM INFORMATION

- **Provide the learning outcomes of the program.**

RN-BSN Program Learning Outcomes

The End of Program Learning Outcomes are as follows:

1. Demonstrate professional standard competencies to the graduate level of study and career advancement to assume the role of the professional nurse in complex healthcare organizations.
2. Integrate evidence-based practice and critical thinking to create comprehensive and accurate health assessment skills utilizing a proactive approach, which coordinates effective individualized patient-centered care throughout the lifespan.
3. Promote effective interprofessional collaboration and teamwork with the healthcare team through quality communication and advanced technology.
4. Demonstrate the value of cultural awareness and sensitivity across the nursing leadership role with application of core principles in cultural diversity to include the diverse global population in nursing practice.
5. Exemplify informatics technology through development and integration of management of health information in the care of patients. Integrate quality and safety education with exploration of electronic health records, data analysis, and data evaluation.
6. Evaluate and examine leadership and management competencies in a variety of complex health care settings geared towards expertise, attitudes, and competencies of professional nursing practice.

The Program Outcomes align with the Accreditation Commission for Education in Nursing (ACEN) standards.

The Stark State College RN-BSN program will integrate an emphasis on managing patients with increasingly complex healthcare needs while utilizing a control on costs with the value-based care system approach. The expectation of the nurse is to implement a preventative and proactive approach to the care of patients in complex healthcare settings. The RN-BSN program will differ from surrounding programs in that it will be offered in 8-week course sessions allowing students to complete the program in as few as four semesters. The program will also differ by utilizing an emphasis on health technology informatics as a core component of the curriculum as it relates to complex conditions of the population and their treatment plans. The complex healthcare needs of the northeastern population setting are at an all-time high. Northeast Ohio needs acute care expertise and experienced advanced practice nurses. The National Council of State Boards of Nursing Practice Analysis survey showed that 58% of novice nurses are working in acute care

settings (American Nurses Foundation, 2022). Stark State College's RN-BSN program will extensively include this in the curriculum by expanding critical care concepts across the lifespan and include real time simulations as part of the program completion requirements. One major difference in the online environment is that this RN-BSN program will provide virtual simulations that are 100% online and can be completed at the leisure of the student for specific courses to help improve health promotion skills, approaches to complex conditions, and use of the value-based healthcare systems. Students can complete general education courses in various modalities including face-to-face, hybrid, or online. Thus, this program will be offered 100% online but provide students the option to complete general education courses face-to-face, if preferred.

- *Provide the proposed course sequence and course descriptions.*

Admission Requirements

Students must hold an active unrestricted registered nursing license and have completed an accredited Associate Degree Nursing Program or Diploma of Nursing Program to qualify for admission. Students receive 33 credits for the blanket transfer of nursing courses from their Associate Degree in Nursing (ADN) program, provided they have earned a grade of "C" or better in each course. Those courses are noted below: NSG100, NSG101, NSG121, NSG141, NSG221, NSG241, and NSG261. Additionally, 30 credits of the Ohio Transfer Model Recommendation of Courses or equivalent prior learning completed in Stark State College's ADN curriculum are required prior to program admission. Students must have earned a grade of "C" or better in these courses as well.

Associate Degree in Nursing Program			
Course Number	Course Title	Pre- and Co-Requisites	Credits
SSC101	Student Success Seminar^^	Admission to college	1
MTH124	Statistics^	MTH022 or Pre-Co-MTH024 or Proficiency	3
BIO101	Introduction to Anatomy and Physiology	IDS102 or Proficiency	3
PSY121	General Psychology^	IDS102 or Proficiency	3
ENG124	College Composition^	Co-ENG024 or Co-ENG011 or Proficiency	3
BIO121	Anatomy and Physiology I (lab) ^	BIO101 or Proficiency	4
BIO122	Anatomy and Physiology II (lab)	BIO121 or BIO123	4
BIO221	Principles of Microbiology (lab)	BIO122 or BIO123 or BIO127 or BIO141	4
PSY123	Human Growth and Development	PSY121	3
SOC121	Sociology^	IDS102 or Proficiency	3
NSG100	Fundamental Concepts of Nursing Practice Across the Lifespan (lecture)	Co-NSG100L and Co-NSG100C and Co-NSG101	6
NSG101	Clinical Reasoning in Current Nursing Practice	Co-NSG100 or Co-NSG122 or Co-NSG123	2
NSG121	Concepts of Nursing Practice in the Care of Adult Patients with Uncomplicated Conditions (lecture)	(BIO121 or BIO123) and NSG100 and NSG101 and Co-NSG121L and Co-NSG121C	4
NSG141	Concepts of Nursing Practice in the Care of Patients with Mental Illness Issues (lecture)	(BIO121 or BIO123) and (NSG100 or NSG122 or NSG123) and NSG101 and Co-NSG141L and Co-NSG141C	3
NSG221	Concepts of Nursing Practice in the Care of the Reproducing and Developing Family (lecture)	NSG141 and Co-NSG221L and Co-NSG221C	4
NSG241	Concepts of Nursing Practice in the Care of Adult Patients with Stable and Unstable Acute Conditions (lecture)	BIO122 and NSG141 and Co-NSG241L and Co-NSG241C	5
NSG261	Concepts of Nursing Practice in the Care of Patients	BIO221 and PSY123 and NSG221 and NSG241	²⁴ 9

	Across the Lifespan with Complex Conditions (lecture)	and Co-NSG261L and Co-NSG261C	
		Total from ADN	64

Ohio Transfer 36 Model Recommendation of Courses or equivalent general education courses:

Course Number	Title	Credit hours
MTH124	Statistics	3
PSY121	General Psychology	3
ENG124	College Composition I	3
SOC121	Sociology	3
PSY123	Human Growth and Development	3
BIO101	Introduction to Anatomy and Physiology	3
BIO121	Anatomy and Physiology I and lab	4
BIO122	Anatomy and Physiology II and lab	4
BIO221	Microbiology and lab	4
		30 total of OT36 credit hours

RN-BSN Semester Course Sequence:

Semester 1 Fall 2025	Semester 2 Spring 2026	Semester 3 Fall 2026	Semester 4 Spring 2027
NSG310 Health Promotion of Complex Conditions (1 st 8 wks.) 3 credits (total of 2 sections with 18 students in each)	NSG330 Collaborative Interprofessional Concepts in Nursing (1 st 8 wks.) 4 credits (total of 2 sections with 18 students in each)	NSG410 Population-Based, Cultural Diversity and Global Nursing (1 st 8 wks.) 4 credits (total of 2 sections with 18 students in each)	NSG440 Leadership and Management in Nursing (1 st 8 wks.) 5 credits (total of 2 sections with 18 students in each)
NSG320 Teaching and Learning in Nursing (2 nd 8 wks.) 3 credits (total of 2 sections with 18 students in each)	NSG340 Nursing Evidence-Based Practice and Research (2 nd 8 wks.) 4 credits (total of 2 sections with 18 students in each)	NSG430 Nursing Informatics Technology in Healthcare Settings (2 nd 8 wks.) 4 credits (total of 2 sections with 18 students in each)	NSG450 Advancing Roles in Professional Nursing (2 nd 8 wks.) 5 credits (total of 2 sections with 18 students in each)
PSY220 Social Psychology (8 wks.) 3 credits (total of 2 sections with 18 students in each)	ENG231 College Composition II (8 wks.) 3 credits (total of 2 sections with 18 students in each)	COM121 Effective Speaking or COM122 Interpersonal Communication (8 wks.) 3 credits (total of 2 sections with 18 students in each)	NSG460 Nursing Capstone (2 nd 8 weeks) 1 credit (total of 2 sections with 18 students in each)

PHIL122 Ethics (8 wks.) 3 credits (total of 2 sections with 18 students in each)	SOC225 Diversity in American Society (8 wks.) 3 credits (total of 2 sections with 18 students in each)	Arts or Humanities Elective (8 wks.) 3 credits from this list of courses: ENG233, ENG234, ENG235, ENG236, ENG237, ENG239, ENG240, ENG241, HIS121, HIS122, HIS221, HIS222	Social Science Elective (8 wks.) 3 credits from this list of courses: PSY122, PSY124, PSY221, PSY131, PSY121, BUS122, BUS221, BUS222, SOC122, SOC123
NTR121 Nutrition of Health (8wks.) 3 credits (total of 2 sections with 18 students in each)			
15 credits	14 credits	14 credits	14 credits

Non-Nursing courses required as part of the RN-BSN Program:

Course Number	Title	Credit hours
PSY220	Social Psychology	3
NTR121	Nutrition Health	3
COM121 or COM122	Effective Speaking or Interpersonal Communication	3
ENG231	College Composition II	3
SOC225	Diversity in American Society	3
PHIL122	Ethics	3
	1 elective from Arts and Humanities	3
	1 elective from Social Sciences	3
		24 total credit hours

Proposed BSN technical course sequence and course descriptions:

Course number	Title	Credit hours	Length of courses
NSG310	Health Promotion of Complex Conditions	3	8 weeks
NSG320	Teaching and Learning in Nursing	3	8 weeks
NSG330	Collaborative Interprofessional Concepts in Nursing	4	8 weeks
NSG340	Nursing Evidence-Based Practice and Research	4	8 weeks
NSG410	Population-Based, Cultural Diversity and Global Nursing	4	8 weeks
NSG430	Nursing Informatics Technology in Healthcare Settings	4	8 weeks

NSG440	Leadership and Management in Nursing	5	8 weeks
NSG450	Advancing Roles in Professional Nursing	5	8 weeks
NSG460	Nursing Capstone	1	8weeks
		33 credit hours total	

Total BSN Pathway Program Credit Hours: 57 (24 non-nursing credit hours plus 33 nursing credit hours)

Description of each nursing course:

NSG310 Health Promotion of Complex Conditions 3 credits

This course coordinates and creates health assessments of complex health conditions across the lifespan using an excogitative and systematic approach that utilizes interactive processes. The nurses will use advanced clinical decision-making to analyze, validate, and synthesize the data to create a plan and collaborate with the interprofessional team. (Aligns with Program Learning Outcomes #1, #2)

NSG320 Teaching and Learning 3 credits

This course advances student knowledge, skills, and attitudinal learning related to health education using concepts and theories from nursing, adult teaching and learning principles, and cognitive, psychomotor and affective domains of learning behavior. The course offers students an opportunity to develop learning modules, progress pedagogical strategies, and apply acquired knowledge as a clinical or instructional teacher. (Aligns with Program Learning Outcomes #1, #4, #5)

NSG330 Collaborative Interprofessional Concepts in Nursing 4 credits

This course explores interpersonal and interprofessional collaboration to improve the safety and quality of patient outcomes utilizing advanced technology methods. The course will include the core competencies of ethics and values related to professional communication, conflict resolution, role responsibilities, teamwork, leadership, management, and proactive approaches with inclusion of the interprofessional team in healthcare. (Aligns with Program Learning Outcomes #3)

NSG340 Nursing Evidence-Based Practice and Research 4 credits

This course exams the concepts of evidence-based practice through integration, analysis, and evaluation of outcomes in quantitative and qualitative research. Discussions on external and internal influences of practice will be utilized. Application of methods for data analysis, data collection, and data evaluation will be implemented through research and related to best practice techniques. (Aligns with Program Learning Outcomes #2, #5)

NSG410 Population-Based, Cultural Diversity and Global Nursing 4 credits

This course focuses on concepts of community and public health nursing, which will address disease prevention, risk reduction, culturally competent care and incorporate a proactive approach to patient-centered care. This course explores and implements the use of research, epidemiology, and theory as the foundations for global nursing care. Influences of environmental factors, at-risk cultural groups, health promotion, education, governmental policies, and reduction of disparities on health care will be discussed and analyzed. (Aligns with Program Learning Outcomes #2, #4)

NSG430 Nursing Informatics Technology in Healthcare settings 4 credits

This course examines health information technology advancements that support current nursing practice. The impact of these processes is focused on patient safety, data collection, risk factors, data analysis, and outcomes. The course includes improving patient outcome plans, reduced risk factor initiatives, and creates a proactive plan of care approach on best practice. (Aligns with Program Learning Outcomes #5)

NSG440 Leadership and Management in Nursing 5 credits

In this course, students explore the different types of leadership and management systems in complex health organizations. The students apply knowledge through ethical decision-making skills, healthcare coordination, accountability processes, leadership conflict resolution approaches, policies, procedures, and budget analysis as it applies to leadership and managerial concepts in a constantly changing healthcare system. (Aligns with Program Learning Outcomes #6)

NSG450 Advancing Roles in Professional Nursing 5 credits

In this course, students deliberate, discuss, and examine the variations in the professional nursing roles while contributing to the value-based care system. The focus is on nursing concepts and exploration of selected nurse theorists as they relate to the core values in promoting patient-centered care. This will include the vulnerable populations, ethical, legal concepts, and the professional nurse's role in health care policy. (Aligns with Program Learning Outcomes #1, #4, #5)

NSG460 Nursing Capstone 1 credit

In this course, students will synthesize the knowledge and clinical skills they have gained throughout their nursing education and experiences within a comprehensive capstone project. They will integrate their understanding of nursing research, leadership, management, and nursing theories to develop a comprehensive project plan. Students will apply evidence-based practice and theoretical frameworks to address a current healthcare issue, focusing on community health promotion needs, quality improvement initiatives, or healthcare organizational challenges. (Aligns with Program Learning Outcomes #1, #2, #6)

- RN-BSN Program Curriculum Requirements***

- Pre RN-BSN Requirements (ADN Program)**

Course Number	Course Title	Pre- and Co-Requisites	Credits
SSC101	Student Success Seminar^^	Admission to college	1
MTH124	Statistics^	MTH022 or Pre-Co-MTH024 or Proficiency	3
BIO101	Introduction to Anatomy and Physiology	IDS102 or Proficiency	3
PSY121	General Psychology^	IDS102 or Proficiency	3
ENG124	College Composition^	Co-ENG024 or Co-ENG011 or Proficiency	3
BIO121	Anatomy and Physiology I (lab)▲	BIO101 or Proficiency	4
BIO122	Anatomy and Physiology II (lab)	BIO121 or BIO123	4
BIO221	Principles of Microbiology (lab)	BIO122 or BIO123 or BIO127 or BIO141	4
PSY123	Human Growth and Development	PSY121	3
SOC121	Sociology^	IDS102 or Proficiency	3
NSG100	Fundamental Concepts of Nursing Practice Across the Lifespan (lecture)	Co-NSG100L and Co-NSG100C and Co-NSG101	6
NSG101	Clinical Reasoning in Current Nursing Practice	Co-NSG100 or Co-NSG122 or Co-NSG123	²⁸ 2

NSG121	Concepts of Nursing Practice in the Care of Adult Patients with Uncomplicated Conditions (lecture)	(BIO121 or BIO123) and NSG100 and NSG101 and Co-NSG121L and Co-NSG121C	4
NSG141	Concepts of Nursing Practice in the Care of Patients with Mental Illness Issues (lecture)	(BIO121 or BIO123) and (NSG100 or NSG122 or NSG123) and NSG101 and Co-NSG141L and Co-NSG141C	3
NSG221	Concepts of Nursing Practice in the Care of the Reproducing and Developing Family (lecture)	NSG141 and Co-NSG221L and Co-NSG221C	4
NSG241	Concepts of Nursing Practice in the Care of Adult Patients with Stable and Unstable Acute Conditions (lecture)	BIO122 and NSG141 and Co-NSG241L and Co-NSG241C	5
NSG261	Concepts of Nursing Practice in the Care of Patients Across the Lifespan with Complex Conditions (lecture)	BIO221 and PSY123 and NSG221 and NSG241 and Co-NSG261L and Co-NSG261C	9
Total from ADN			64

BSN Non-technical course requirements			
Course Number	Course Title	Pre- and Co-Requisites	Credits
PSY220	Social Psychology	PSY121	3
NTR121	Nutrition Health	IDS102 or Proficiency	3
COM121 or COM 122	Effective Speaking or Interpersonal Communication	None or none	3
ENG231	College Composition II	ENG124	3
SOC225	Diversity in American Society	IDS102 or Proficiency	3
PHL122	Ethics	None	3
	1 elective from Arts and Humanities	ENG 233, 234, 235, 236, 237, 239, 240, 241, HIS121, 122, 221, 222	3
	1 elective from Social Science	PSY122, 124, 221, 131, 121, BUS122, 221 222, SOC122, 123	3
Total			24
BSN Technical course requirements			
Course Number	Course Title	Pre- and Co-Requisites	Credits
NSG310	Health Promotion of Complex Conditions	Admission into RN-BSN program	3
NSG320	Teaching and Learning in Nursing	Admission into RN-BSN program	3
NSG330	Collaborative Interprofessional Concepts in Nursing	NSG310 and NSG320	4
NSG340	Nursing Evidence-Based Practice and Research	NSG310 and NSG320	4
NSG410	Population-Based, Cultural Diversity and Global Nursing	NSG330 and NSG340	4
NSG430	Nursing Informatics Technology in Healthcare Settings	NSG330 and NSG340	4
NSG440	Leadership and Management in Nursing	NSG410 and NSG430	5
NSG450	Advancing Roles in Professional Nursing	NSG410 and NSG430	5
NSG460	Nursing Capstone	NSG410 and NSG430	1
Total			33
TOTAL BSN CREDIT HOURS (64 ADN + 57 BSN Pathway)			121

•If existing bachelor's degree programs might appear to be duplicative, please list those programs and describe how the learning outcomes of the proposed program differ from the learning outcomes of existing program(s).

Stark State Curriculum-RN to BSN Completion Pathway
Compared to Regional Programs:

Key to Color Coordination Table Below

Green: Nursing courses that are congruent in content and or contextualization

Blue: Nursing courses that share similar properties with Stark State RN-BSN program but are different or lack contextualization

Orange: Nursing Courses or content that is exclusive to Stark State College RN-BSN curriculum

Institution: Stark State College	Kent State University	Akron University	Aultman College
NSG310 Health and Promotion of Complex Conditions			
NSG320 Teaching and Learning			
NSG330 Collaborative Interprofessional Concepts in Nursing			
NSG340 Nursing Evidence-Based Practice and Research			
NSG410 Population-based, Cultural Diversity and Global Nursing			
NSG430 Nursing Informatics Technology in Healthcare settings	Only offers an extension post BSN for informatics degree		
NSG440 Leadership and Management in Nursing			

NSG450 Advancing Roles in Professional Nursing			
NSG460 Nursing Capstone			
Key Contrasts	No course specific to complex conditions across the lifespan or health informatics within the RN-BSN program curriculum	No course specific to complex conditions across the lifespan or health informatics, or evidence-based practice within the RN-BSN program curriculum	No course specific to complex conditions across the lifespan, limited informatics, no interprofessional collaboration or advancing roles in professional nursing
Percentage of Overlap dependent on how similar the courses are	10-40%	30-50%	50-60%

- ***If students will earn industry-recognized credentials as part of the program, please identify those credentials.***

Students will earn a Bachelor of Science in Nursing (BSN), which is the requirement of the majority of northeastern healthcare systems. Cleveland Clinical Foundation is a paramount healthcare system in Northeast Ohio and prefers BSN prepared graduates to ensure Magnet status of their healthcare facilities across northeastern Ohio. The two acute care hospitals located near Stark State College are Mercy Hospital, a Cleveland Clinical Hospital, and Aultman Hospital. Both hospitals maintain Magnet status recognition and prefer BSN-prepared nurses.

There are no additional industry-recognized credentials required for the completion of the program. The students enrolling in the RN-BSN program will already be graduates of an associate degree in nursing program who have passed their state credentialing examination, leading and holding an active unencumbered registered nursing license.

- ***Is programmatic/specialized accreditation available for the program? If so, please indicate the accreditor and the timeline for seeking accreditation.***

The Stark State Associate Degree Nursing Program is accredited by the Accreditation Commission for Education in Nursing (ACEN) and will pursue accreditation for the RN-BSN program through ACEN as well. SSC will seek candidacy from ACEN in August 2025 prior to the anticipated start of the program. The proposed time frame for seeking and obtaining accreditation is as follows:

Timeline for Seeking Accreditation:

Summer 2024	Prepare the ACEN Candidacy application.
Fall 2024	Submit the RN-BSN candidacy application for review during ACEN fall cycle. SSC will also submit an application to the Higher Learning Commission (HLC) for approval.
Fall 2025	Start first BSN student cohort.
Spring 2026	Submit application for initial accreditation to ACEN board of commissioners for the ACEN spring cycle.
Fall 2026	ACEN onsite visit for BSN program; receive ACEN approval/once accredited, previous graduates will receive retroactive accreditation.

Rationale for this timeline goal: The effective date of initial accreditation is the date in which the nursing program was approved by ACEN as a candidate program that concluded in the board granting initial accreditation.

APPENDICES

- ***List the appendix items that are included with the request, in the order of which they are in the proposal. Appendix items should be clearly labeled and submitted electronically as PDF or Microsoft Office documents.***

Appendix A: Workforce Data

Appendix B: NCLEX-RN Pass Rates of Ohio Institutions

Appendix C: SSC Nursing Student Survey Results

Appendix D: Regional Education Providers Meeting Discussion Summary

Appendix E: Community Partner Clinical Site Chart

Appendix F: Community Partner Affiliation Agreements

Appendix G: May 2023 SSC Graduate Survey Results

Appendix H: Community Partners Letters of Support

Appendix I: Advisory Board Minutes

Appendix J: Preceptor Qualifications

Appendix K: Core Nursing Course Schedule by Semester

Appendix L: Stark State College Nursing Full-time Faculty

Appendix M: Stark State College Nursing Enrollment

Appendix N: Reference Page

Stark State College

BSN Application

Workforce Data

Appendix A

Appendix A: Workforce Data

National Occupation Outlook: US Bureau of Labor Statistics

Employment Projections Data for Registered Nurses, 2022-32

Code	Occupational Title	Employment in 2022	Projected Employment 2032	Change in Employment 2022-32		Median annual Wage May 2023
29-1141	Registered Nurses	3,172,500	3,349,900	Numeric 177,400	Percentage 6%	\$86,070

Jobs Ohio Regional Network - Northeast Region

Occupational Employment Projections Report, 2020-2030*

Code	Occupational Title	Employment		Change in Employment		Annual Openings				Median Wage May 2021
		2020 Annual	2030 Projected	2020-2030	Percent	Growth	Exits	Transfers	Total	
29-1141	Registered Nurses	47,492	49,684	2,192	4.6%	219	1,296	1,222	2,737	\$35.75/hr

Comparison of Jobs Ohio Regional Network: 2020-2030

Jobs Ohio Regions	2020 Employment	2030 Projected Employment	Projected Change 2020-2030	
			Number	Percent
Central Ohio	1,168,921	1,261,966	93,045	8.0%
Southwest Ohio	888,939	942,233	53,294	6.0%
West Ohio	590,922	615,181	24,259	4.1%
Southeast Ohio	345,649	359,290	13,641	4.0%
Northeast Ohio	1,996,374	2,056,711	60,337	3.0%
Northwest Ohio	576,227	591,855	15,628	2.7%

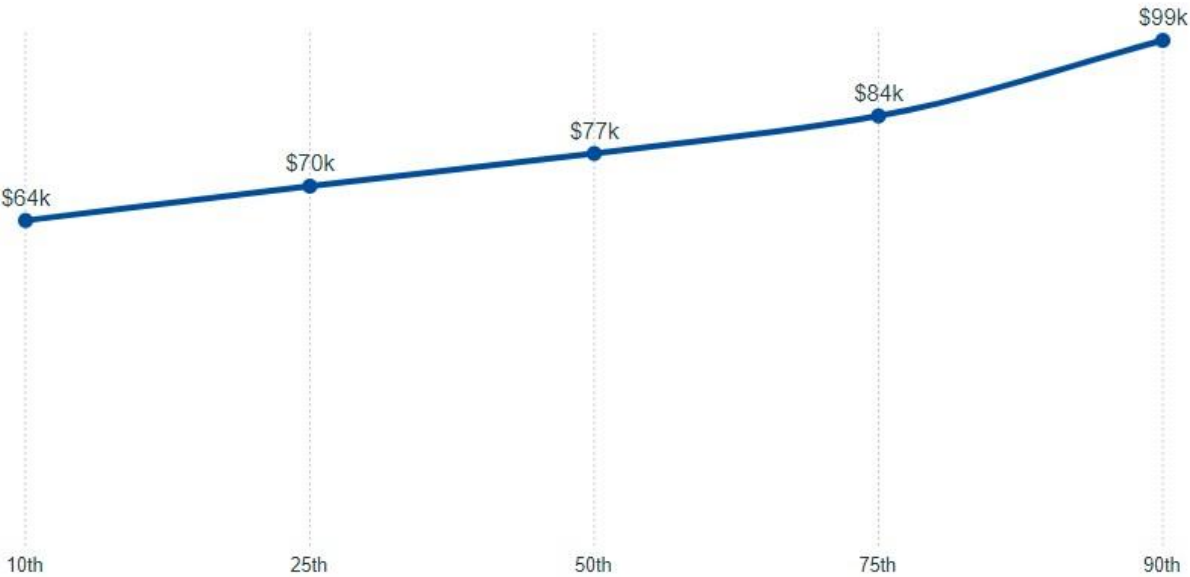
Regional Workforce Data – Registered Nurses



\$76,609 - Median Salary

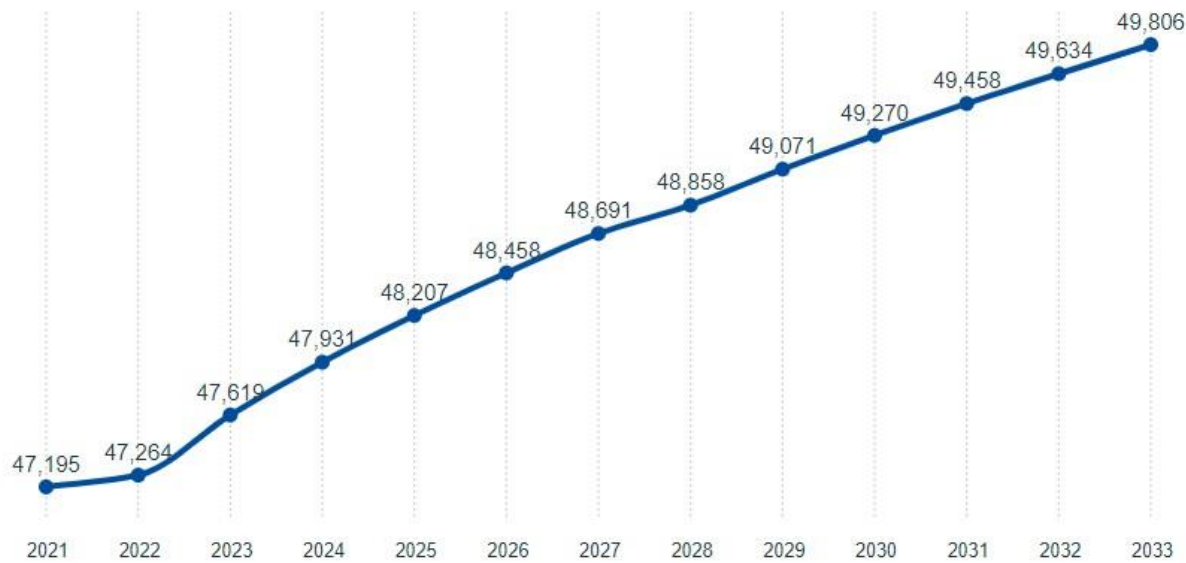
Wages ?

New workers generally start around \$63,636. Normal pay for Critical Care Nurses is \$76,609 per year, while highly experienced workers can earn as much as \$98,522.



Employment Projection ?

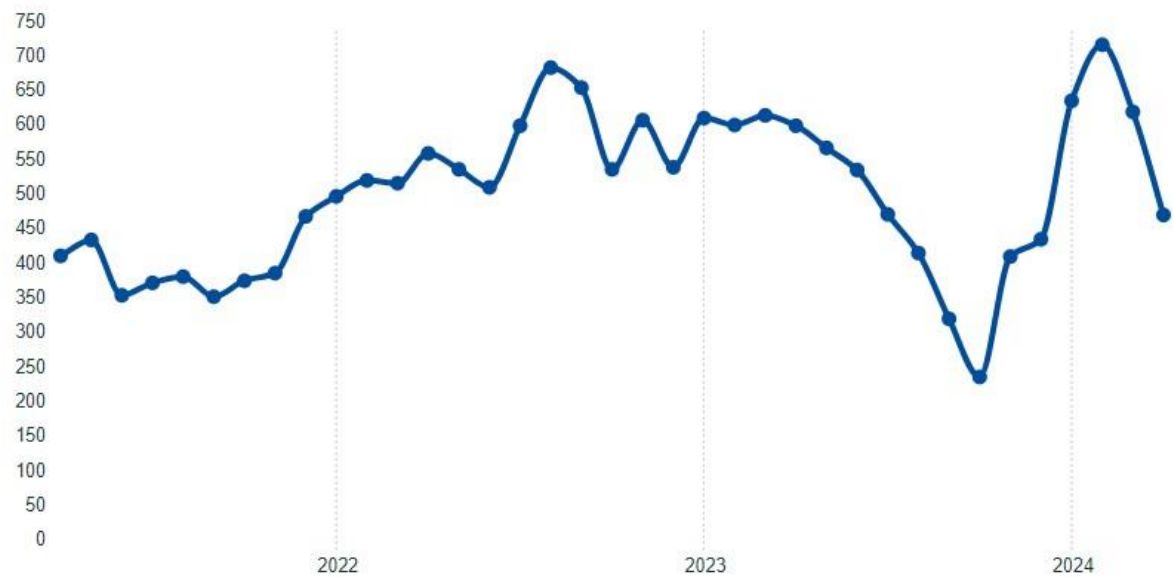
There are 47,264 Critical Care Nurses employed in 50 Mile Radius from North Canton.



Employment count based on latest year available (2022). Projected data shown for 2023 - 2033.

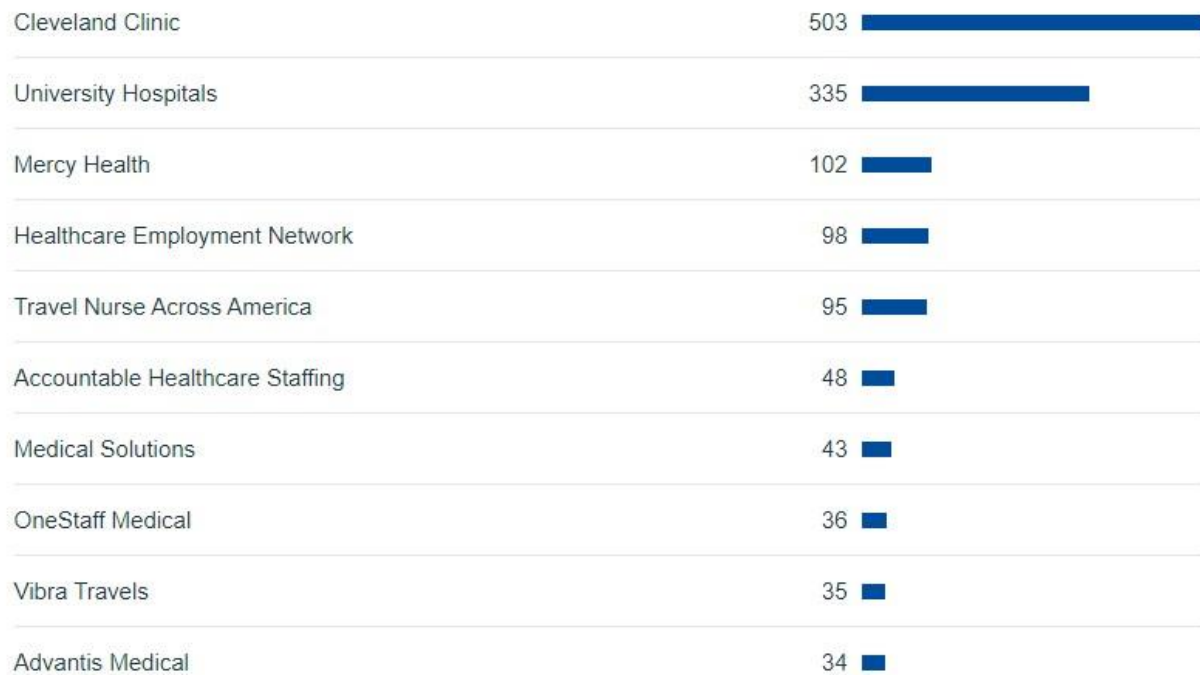
Monthly Job Postings

Since April 2021, **386 companies** have posted **7,145 jobs** for Critical Care Nurses in 50 Mile Radius from North Canton.



Top Employers Posting

The top employers for Critical Care Nurses by the number of unique job postings in 50 Mile Radius from North Canton over the past year.



Top Posted Job Titles

The top job titles for Critical Care Nurses by the number of unique job postings in 50 Mile Radius from North Canton over the past year.



Skill Sets

Over the past year, employers in 50 Mile Radius from North Canton have asked for the following skills in their job postings for Registered Nurses.











Hard skills

Hard skills are specific, learnable, measurable, often industry- or occupation-specific abilities related to a position.

Nursing	18500	<div></div>
Nursing Care	10356	<div></div>
Communicable Diseases	4791	<div></div>
Emergency Departments	4347	<div></div>
Pediatrics	4258	<div></div>
Medication Administration	4165	<div></div>
Critical Care	4080	<div></div>
Rehabilitation	3860	<div></div>
Nursing Process	3709	<div></div>
Acute Care	3705	<div></div>

Soft skills

Soft skills can be self-taught and usually do not necessitate a certain completed level of education. They are essential in many industries and occupations.

Communication	9014	
Coordinating	6864	
Critical Thinking	5501	
Finger Dexterity	4879	
Leadership	4838	
Decisiveness	4682	
Teaching	3596	
Operations	2838	
Planning	2760	
Management	2744	

**Stark State College Associate Degree Student Demographics
Summary of Nursing Graduates from Summer 2019 thru Spring 2024:
Overall & Academic Year Breakdowns**

*Combined Count and % of Nursing Graduates between SM 2019 - SP 2024
by Gender, Race/Ethnicity, First-Generation, Low Income, and IPEDS Age Bracket*

	Count of Nursing Graduates	% of Nursing Graduates
Gender		
Female	298	83.0%
Male	61	17.0%
Race/Ethnicity		
White	274	76.3%
Black or African American	47	13.1%
Asian	10	2.8%
Hispanic or Latino	7	1.9%
Two or More Races	6	1.7%
American Indian or Alaskan Native	1	0.3%
Native Hawaiian or Pacific Islander	1	0.3%
Unknown	11	3.1%
Non-Resident Alien	2	0.6%
First-Generation		
Yes	191	53.2%
No	168	46.8%
Low Income		
Yes	214	59.6%
No	145	40.4%
IPEDS Age Bracket		
18 - 21	21	5.8%
22 - 24	65	18.1%
25 - 29	96	26.7%
30 - 34	69	19.2%

35 - 39	46	12.8%
40 - 49	44	12.3%
50 - 64	18	5.0%
GRAND TOTAL	359	100.0%

Count of Nursing Graduates between SM 2019 - SP 2024 by Academic Year and Comparable Demographics

Count of Nursing Graduates	AY 2019 - 2020	AY 2020 - 2021	AY 2021 - 2022	AY 2022 - 2023	AY 2023 - 2024
Gender					
Female	69	59	63	55	52
Male	9	8	13	16	15
Race/Ethnicity					
White	58	52	56	55	53
Black or African American	9	7	15	7	9
Asian	1	4	2	3	0
Hispanic or Latino	2	1	2	1	1
Two or More Races	2	2	0	2	0
American Indian Alaskan Native	0	0	0	1	0
Native Hawaiian or Pacific Islander	0	0	0	1	0
Unknown	5	0	1	1	4
Non-Resident Alien	1	1	0	0	0
First-Generation					
Yes	44	36	46	39	26
No	34	31	30	32	41
Low Income					
Yes	53	41	43	44	33
No	25	26	33	27	34
IPEDS Age Bracket					

18 - 21	3	3	4	5	6
22 - 24	13	15	17	11	9
25 - 29	23	25	16	16	16
30 - 34	17	8	12	18	14
35 - 39	7	8	14	6	11
40 - 49	13	5	9	9	8
50 - 64	2	3	4	6	3
GRAND TOTAL	78	67	76	71	67

Percentage of Nursing Graduates between SM 2019 - SP 2024 (pending) by Academic Year and Comparable Demographics

% of Nursing Graduates	AY 2019 - 2020	AY 2020 - 2021	AY 2021 - 2022	AY 2022 - 2023	AY 2023 - 2024
Gender					
Female	88.5%	88.1%	82.9%	77.5%	77.6%
Male	11.5%	11.9%	17.1%	22.5%	22.4%
Race/Ethnicity					
White	74.4%	77.6%	73.7%	77.5%	79.1%
Black or African American	11.5%	10.4%	19.7%	9.9%	13.4%
Asian	1.3%	6.0%	2.6%	4.2%	< 1%
Hispanic or Latino	2.6%	1.5%	2.6%	1.4%	1.5%
Two or More Races	2.6%	3.0%	< 1%	2.8%	< 1%
American Indian / Alaskan Native	< 1%	< 1%	< 1%	1.4%	< 1%
Native Hawaiian / Pacific Islander	< 1%	< 1%	< 1%	1.4%	< 1%
Unknown	6.4%	< 1%	1.3%	1.4%	6.0%
Non-Resident Alien	1.3%	1.5%	< 1%	< 1%	< 1%
First-Generation					
Yes	56.4%	53.7%	60.5%	54.9%	38.8%
No	43.6%	46.3%	39.5%	45.1%	61.2%

Low Income					
Yes	67.9%	61.2%	56.6%	62.0%	49.3%
No	32.1%	38.8%	43.4%	38.0%	50.7%
IPEDS Age Bracket					
18 - 21	3.8%	4.5%	5.3%	7.0%	9.0%
22 - 24	16.7%	22.4%	22.4%	15.5%	13.4%
25 - 29	29.5%	37.3%	21.1%	22.5%	23.9%
30 - 34	21.8%	11.9%	15.8%	25.4%	20.9%
35 - 39	9.0%	11.9%	18.4%	8.5%	16.4%
40 - 49	16.7%	7.5%	11.8%	12.7%	11.9%
50 - 64	2.6%	4.5%	5.3%	8.5%	4.5%
GRAND TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%

Stark State College

BSN Application

NCLEX-RN Pass Rates of Ohio Institutions

Appendix B

Appendix B: NCLEX-RN Pass Rates 2020, 2021, 2022, & 2023 in Ohio per Institution

Number of students graduating from pre-licensure nursing programs in Ohio and Passing RN-NCLEX per year				
YEAR	2020	2021	2022	2023
BSN/MSN Programs				
ASHLAND UNIVERSITY, DWIGHT SCHAR COLLEGE - BS	161	107	116	85
AULTMAN COLLEGE OF NURSING AND HEALTH SCIENCES - BS	NA	13	17	28
BALDWIN WALLACE UNIVERSITY - ACCELERATED - BS	31	38	34	21
BOWLING GREEN STATE UNIVERSITY - BS	NA	0	1	30
BRYANT AND STRATTON COLLEGE BACHELOR OF SCIENCE IN NURSING DEGREE - BS	2	10	7	11
CAPITAL UNIVERSITY - BS	87	113	62	80
CASE WESTERN RESERVE UNIVERSITY - BS	49	75	86	96
CEDARVILLE UNIVERSITY - BS	93	103	110	131
CHAMBERLAIN COLLEGE OF NURSING - BS	87	98	105	102
CHAMBERLAIN	32	35	34	49

COLLEGE OF NURSING - CLEVELAND - BS				
CLEVELAND STATE UNIVERSITY - BS	118	142	125	146
DEPARTMENT OF NURSING, THE UNIVERSITY OF FINDLAY - BS	16	13	8	16
FRANCISCAN UNIVERSITY - BS	40	52	45	38
GALEN COLLEGE OF NURSING - CINCINNATI - BS	NA	6	33	35
GRADUATE ENTRY NURSING PROGRAM CASE WESTERN RESERVE UNIVERSITY	39	36	31	18
HERZING UNIVERSITY - AKRON CAMPUS, BACHELOR OF SCIENCE IN NURSING PROG	0	4	5	4
HIRAM COLLEGE - BS	13	12	16	14
KENT STATE UNIVERSITY – BS KENT	362	393	373	354
KETTERING COLLEGE - BS	66	55	66	69
LOURDES COLLEGE - BS	51	56	28	33
MALONE UNIVERSITY -	18	28	14	20

BS				
MERCY COLLEGE OF NORTHWEST OHIO - BS	60	49	24	71
MIAMI UNIVERSITY - BS	54	53	92	124
MOUNT ST JOSEPH UNIVERSITY - BSN	20	19	29	31
MOUNT ST JOSEPH UNIVERSITY MSN PROGRAM	59	27	8	34
MT CARMEL COLLEGE - BS	202	201	147	158
MT VERNON NAZARENE UNIVERSITY - BSN	24	28	33	23
MUSKINGUM UNIVERSITY BACHELOR OF SCIENCE IN NURSING PROGRAM	10	27	20	18
NOTRE DAME COLLEGE - BS	12	9	5	11
OHIO NORTHERN UNIVERSITY - BS	28	26	19	20
OHIO UNIVERSITY - BS	92	112	105	196
OHIO UNIVERSITY SCHOOL OF NURSING CHILLICOTHE-BSN	13	29	22	1
OHIO UNIVERSITY SCHOOL OF	36	29	28	6

NURSING ZANESVILLE- BSN				
OHIO UNIVERSITY SCHOOL OF NURSING SOUTHERN - BSN	8	14	13	NA
OTTERBEIN NURSING PROGRAM - BS	43	57	56	46
SHAWNEE STATE UNIVERSITY, DEPARTMENT OF NURSING - BS	23	23	19	23
SOUTH UNIVERSITY OF OHIO LLC - BS	10	2	0	NA
- THE CHRIST COLLEGE OF NURSING AND HEALTH SCIENCES - ACCELERATED - BS	14	41	49	45
THE CHRIST COLLEGE OF NURSING AND HEALTH SCIENCES - BSN	69	93	73	108
THE OHIO STATE UNIVERSITY COLLEGE OF NURSING - BS	215	237	207	226
UNIVERSITY OF AKRON - BS	128	143	91	125
UNIVERSITY OF CINCINNATI - ACCELERATED DIRECT ENTRY - MSN	19	39	37	66
UNIVERSITY OF	173	132	162	178

CINCINNATI - BS				
UNIVERSITY OF MOUNT UNION - BS	28	31	52	39
UNIVERSITY OF TOLEDO - BOWLING GREEN STATE UNIVERSITY - BS	41	47	39	7
UNIVERSITY OF TOLEDO - BS	185	177	184	192
UNIVERSITY OF TOLEDO - MSN	29	37	41	38
URSULINE COLLEGE - BS	87	91	125	105
WALSH UNIVERSITY GARY AND LINDA BYERS SCHOOL OF NURSING - BS	73	40	55	59
WRIGHT STATE UNIVERSITY - BS	183	140	157	135
XAVIER UNIVERSITY - ACCELERATED - BS	175	227	236	200
XAVIER UNIVERSITY - BS	76	81	84	90
XAVIER UNIVERSITY - MSN	21	19	17	15
YOUNGSTOWN STATE UNIVERSITY - BS	81	84	77	88
Totals BSN/MSN	3556	3753	3622	3858
ADN/Diploma Programs				
ACADIA CAREER INSTITUTE -	7	5	3	5

DPL				
ADN, THE CHRIST COLLEGE OF NURSING AND HEALTH SERVICES, DEPT OF NURSING	1	NA	NA	1
AKRON CAMPUS OF HERZING UNIVERSITY NURSING PROGRAM – ADN	26	38	56	58
AMERICAN INSTITUTE OF ALTERNATIVE MEDICINE - RN	36	13	18	27
ASHTABULA COUNTY TECHNICAL AND CAREER CAMPUS RN PROGRAM - DPL	5	5	5	6
ASSOCIATE DEGREE IN NURSING - FORTIS COLLEGE, CENTERVILLE	27	32	60	50
ASSOCIATE DEGREE IN NURSING - FORTIS COLLEGE, CINCINNATI	14	20	14	23
ASSOCIATE DEGREE IN NURSING PROGRAM - FORTIS COLLEGE, WESTERVILLE	61	68	55	75
ATA COLLEGE REGISTERED	14	13	12	27

NURSING - ADN				
ATHENA CAREER ACADEMY - LPN TO RN PROGRAM - DPL	26	37	36	38
ATS INSTITUTE OF TECHNOLOGY - ADN	NA	NA	NA	NA
AULTMAN COLLEGE OF NURSING AND HEALTH SCIENCES – ADN	11	21	14	16
BELMONT COLLEGE – ADN	27	25	18	16
BRECKINRIDGE SCHOOL OF NURSING AT ITT - DAYTON - ADN	1	NA	NA	NA
BRIGHTWOOD COLLEGE - ADN	0	1	NA	NA
BRYANT AND STRATTON COLLEGE – ADN	42	49	35	39
BRYANT AND STRATTON COLLEGE - AKRON - ADN	17	13	10	18
CENTRAL OHIO TECHNICAL COLLEGE – ADN	191	160	138	140
CHAMBERLAIN COLLEGE OF NURSING - ADN	1	NA	NA	NA
CLARK STATE COMMUNITY COLLEGE - ADN	86	121	103	115
COLLINS CAREER TECHNICAL CENTER – DPL	50	45	57	68
COLUMBIA NA	20	24	26	18

COUNTY CAREER AND TECHNICAL CENTER LPN TO RN – DPL				
COLUMBUS STATE COMMUNITY COLLEGE - ADN	104	131	127	156
CUYAHOGA COMMUNITY COLLEGE - ADN	212	259	169	120
EASTERN GATEWAY COMMUNITY COLLEGE - ADN	32	43	52	63
EDISON STATE COMMUNITY COLLEGE - ADN	41	52	43	52
EHOVE CAREER CENTER LPN TO RN DIPLOMA PROGRAM	NA	3	46	51
FELBRY COLLEGE - SCHOOL OF NURSING LPN BRIDGE NURSING PROGRAM	1	1	0	0
FELBRY COLLEGE SCHOOL OF NURSING ASSOCIATE OF APPLIED SCIENCE NURSING	1	14	13	23
FIRELANDS REGIONAL MEDICAL CENTER - DPL	36	27	26	30
FORTIS COLLEGE SCHOOL OF NURSING	37	50	29	53

ASSOCIATE DEGREE IN NURSING PROGRAM				
GALEN COLLEGE OF NURSING - ADN	158	192	155	133
GOOD SAMARITAN COLLEGE OF NURSING - ADN	81	77	87	75
HOCKING COLLEGE ASSOCIATE OF APPLIED SCIENCE IN NURSING	47	45	47	44
HONDROS COLLEGE OF NURSING - ADN	203	257	281	415
JAMES A RHODES STATE COLLEGE - ADN	95	78	82	70
KENT STATE UNIVERSITY – ADN KENT	154	158	150	127
KNOX TECHNICAL CENTER - LPN TO RN TRANSITION PROGRAM - DPL	9	7	18	6
LAKELAND COMMUNITY COLLEGE - ADN	96	101	87	78
LORAIN COUNTY COMMUNITY COLLEGE - ADN	152	135	113	107
MARION TECHNICAL COLLEGE - ADN	41	47	37	46
MERCY COLLEGE OF NORTHWEST OHIO - ADN	99	112	126	117

MIDEAST CAREER AND TECHNOLOGY CENTERS - DPL	21	17	19	22
NORTH CENTRAL STATE COLLEGE - ADN	47	46	51	47
NORTHWEST STATE COMMUNITY COLLEGE - ADN	47	43	24	29
OHIO INSTITUTE OF ALLIED HEALTH INC., NURSING EDUCATION PROGRAM-DPL	12	10	13	5
OHIO MEDICAL CAREER COLLEGE ONE PLUS ONE NURSING EDUCATION PROGRAM ADN	1	15	19	20
OHIO MEDICAL CAREER COLLEGE ONE PLUS ONE NURSING EDUCATION PROGRAM DPL	7	4	0	0
OHIO UNIVERSITY - ADN	108	126	77	88
OHIO VALLEY COLLEGE OF TECHNOLOGY - ADN	20	29	NA	NA
OIAH ASSOCIATE DEGREE RN PROGRAM	1	NA	5	6
OWENS COMMUNITY	194	182	141	171

COLLEGE - ADN				
RICHARD MEDICAL ACADEMY - DPL	7	21	16	7
ROSS COLLEGE - NORTH CANTON - ADN	8	25	21	21
SANDUSKY CAREER CENTER - LPN TO RN PROGRAM - DPL	17	22	28	22
SHAWNEE STATE UNIVERSITY, DEPARTMENT OF NURSING - ADN	18	14	16	31
SINCLAIR COMMUNITY COLLEGE - ADN	107	114	105	103
SOUTHERN STATE COMMUNITY COLLEGE - ADN	35	33	34	39
STARK STATE COLLEGE - ADN	107	94	90	107
TERRA STATE COMMUNITY COLLEGE - ADN	19	29	21	21
THE CINCINNATI STATE BETHESDA SCHOOL OF NURSING	100	93	100	111
TRI-RIVERS SCHOOL - DPL	17	17	27	22
TRINITY HEALTH SYSTEM - DPL	35	15	14	16
UNIVERSITY OF CINCINNATI BLUE ASH COLLEGE - ADN	51	47	35	48

UNIVERSITY OF RIO GRANDE - ADN	82	81	99	114
WASHINGTON STATE COMMUNITY COLLEGE - ADN	32	40	45	36
Totals ADN/DPL	3355	3596	3348	3592
Totals combined	6911	7349	6970	7450

Stark State College NCLEX Date

2023 SSC NCLEX-RN PASS RATES						
	Concept- Based Day	Concept- Based Eve/Weekend	RN Completion for LPN-CB	RN Completion for Paramedic- CB	Akron RN Completion for LPN-CB	Total
First-time Pass Rate	43/48 89.58%	20/21 95.23%	13/15 86.67%	17/17 100%	17/19 89.47%	110/120 91.67%
Ultimate Pass Rate	47/48 97.91%	21/21 100%	14/15 93.33	17/17 100%	18/19 94.73%	118/120 98.33%

SSC NCLEX RATES 2024 WITH NATIONAL AND STATE BENCHMARKS			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2024	90.91	88.11	92.75
2 nd quarter 2024			
3 rd quarter 2024			
4 th quarter 2024			
TOTAL			

SSC NCLEX 2023 PASS RATES WITH NATIONAL AND STATE BENCHMARKS			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2023	75.76	80.48	75.24
2 nd quarter 2023	94.83	94.32	93.08
3 rd quarter 2023	85.71	90.69	89.43
4 th quarter 2023	85.71	88.63	86.05
TOTAL	91.76	88.26	86.73

Stark State College

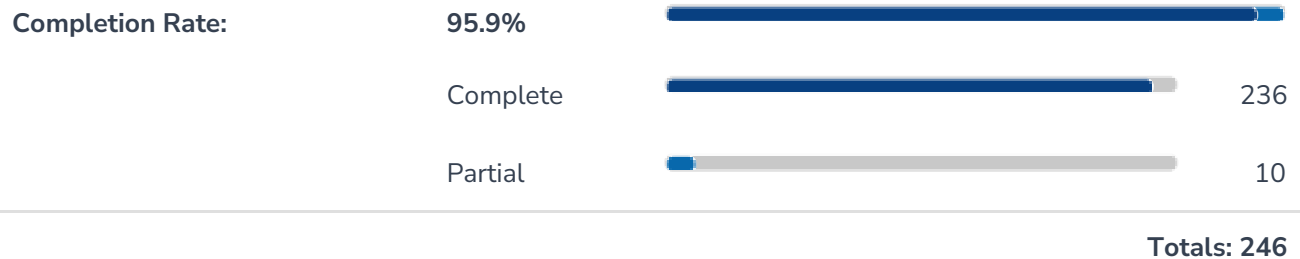
BSN Application

SSC Nursing Student Survey Results

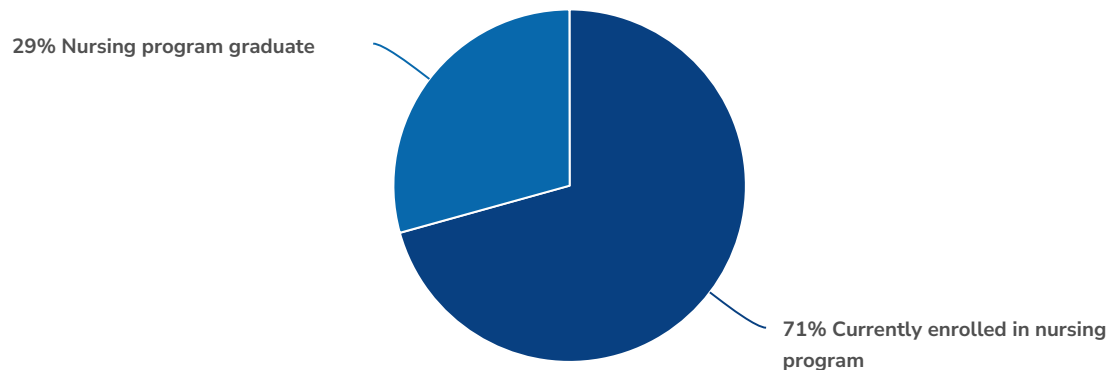
Appendix C

Report for Survey of Nursing Students - May & December 2023 Grads

Response Counts

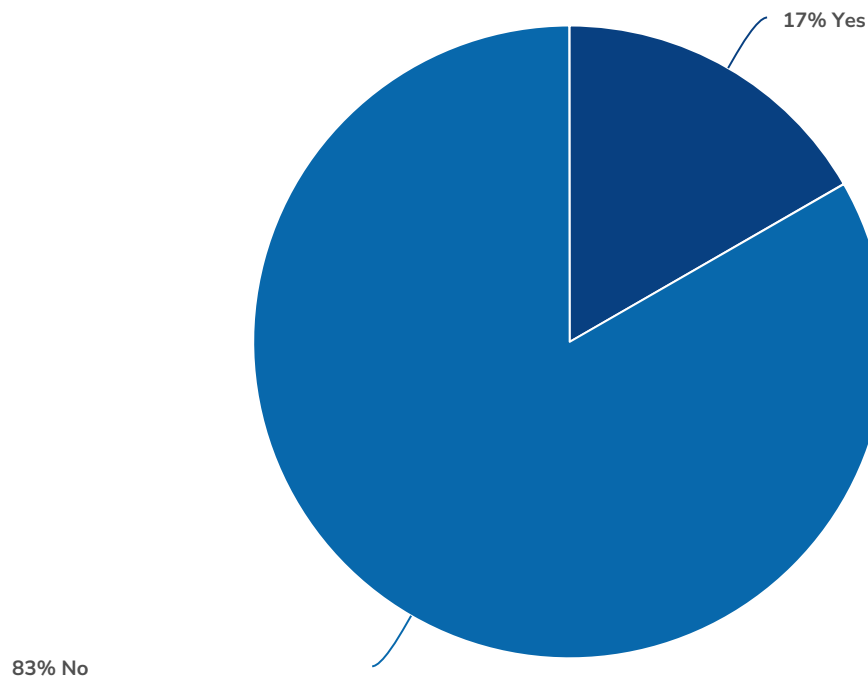


1. What's your status as a nursing student at Stark State College?



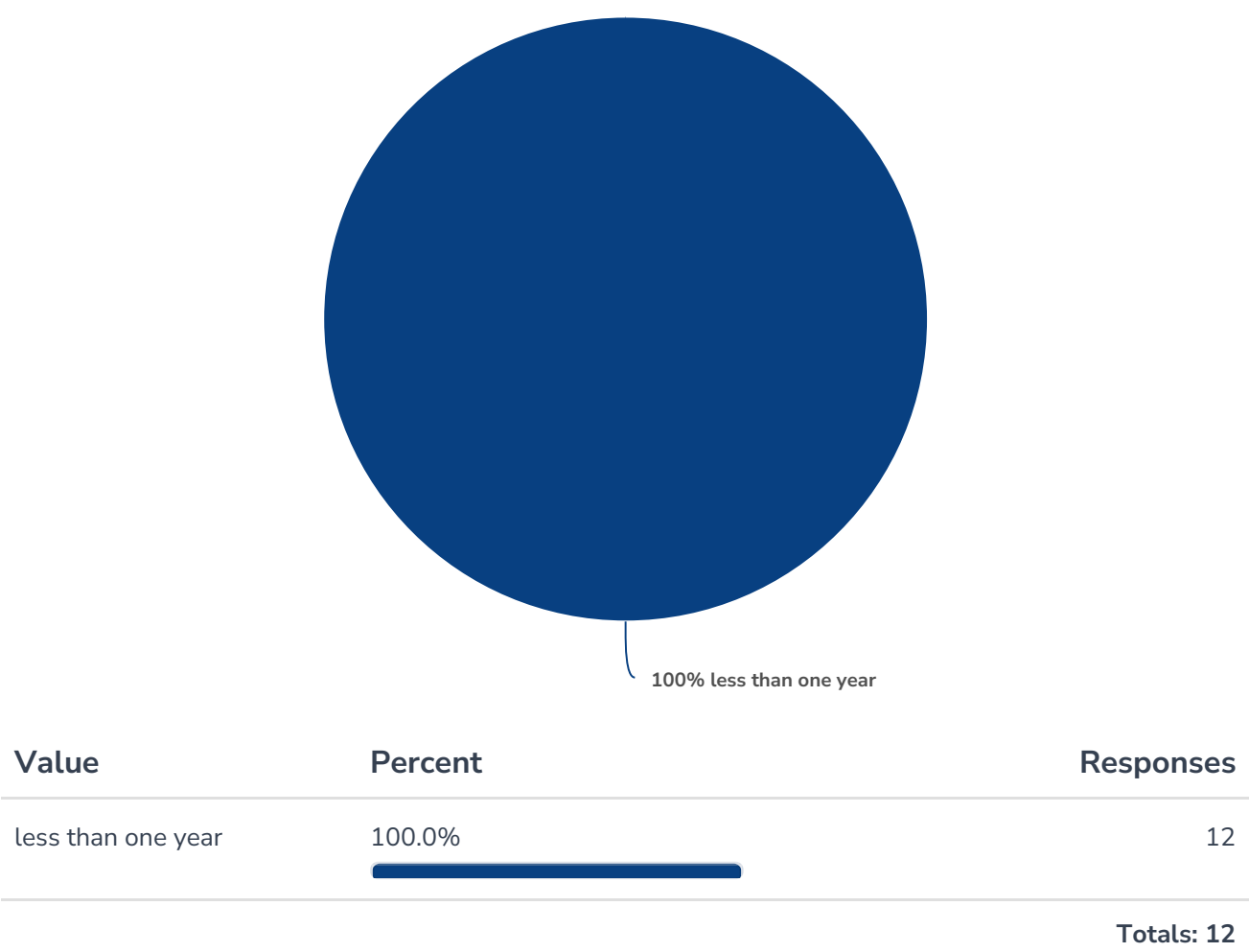
Value	Percent	Responses
Currently enrolled in nursing program	70.7% <div><div></div></div>	174
Nursing program graduate	29.3% <div><div></div></div>	72
Totals: 246		

2. Have you completed your BSN or are you currently enrolled in a RN to BSN completion program?

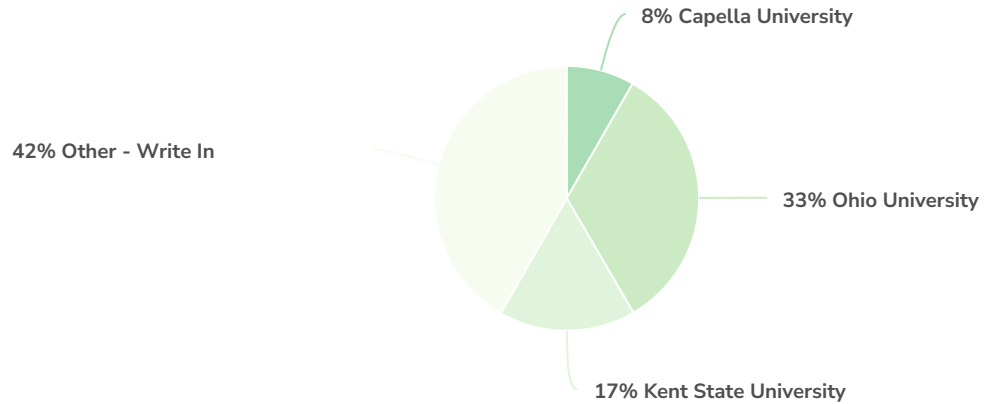


Value	Percent	Responses
Yes	16.7% <div><div></div></div>	12
No	83.3% <div><div></div></div>	60
Totals: 72		

3. How soon after graduating from SSC did you enroll in a RN to BSN completion program?



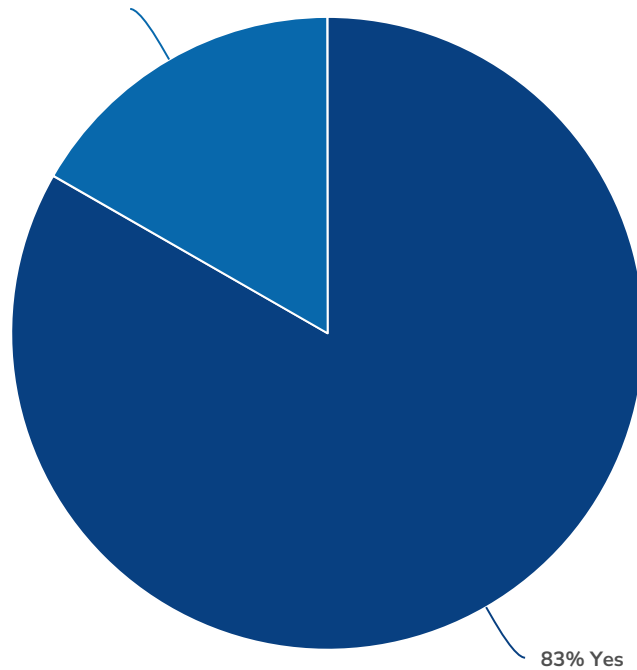
4. Where are you enrolled or where did you complete your BSN degree?



Value	Percent	Responses
Capella University	8.3% <div><div></div></div>	1
Ohio University	33.3% <div><div></div></div>	4
Kent State University	16.7% <div><div></div></div>	2
Other - Write In	41.7% <div><div></div></div>	5
Totals: 12		

5. Did you sign a contract with your employer, upon hire, to complete a BSN degree?

17% No

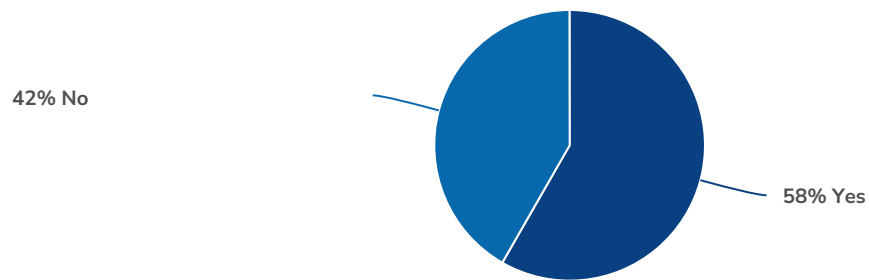


83% Yes

Value	Percent	Responses
Yes	83.3%	10
No	16.7%	2

Totals: 12

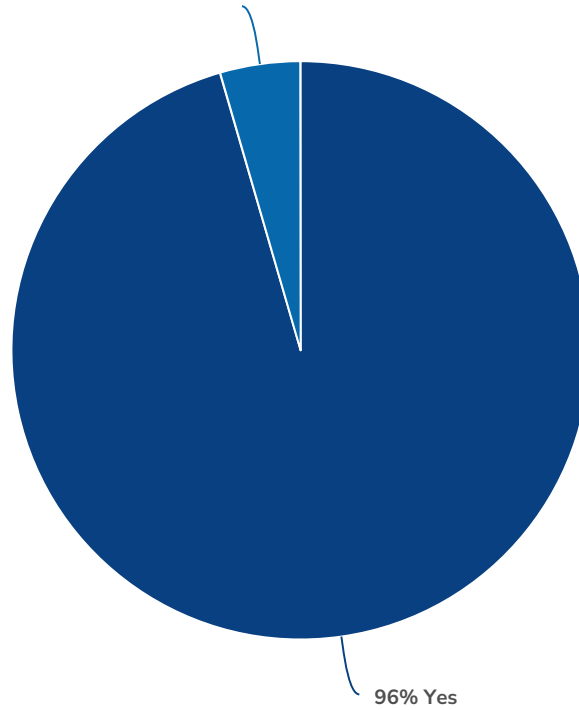
6. Did your employer provide or is currently providing tuition assistance for RN to BSN completion?



Value	Percent	Responses
Yes	58.3% <div><div></div></div>	7
No	41.7% <div><div></div></div>	5
Totals: 12		

7. If offered, would you choose to enroll in a RN to BSN completion program at Stark State College?

5% No



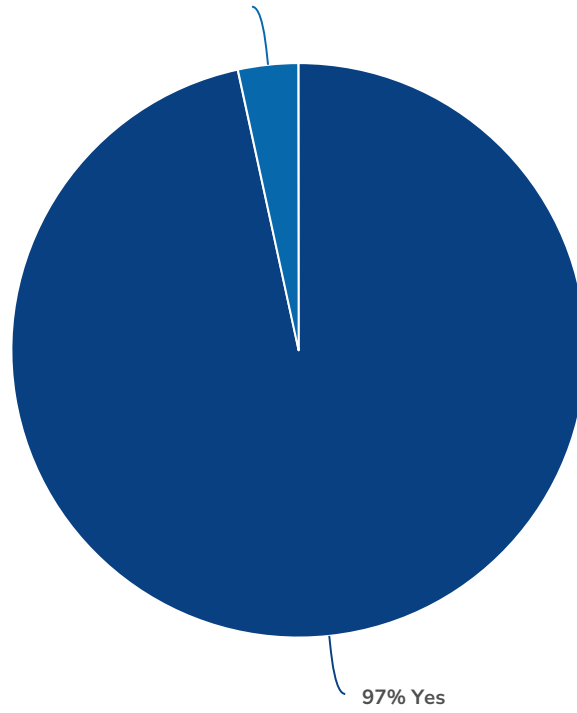
96% Yes

Value	Percent	Responses
Yes	95.5%	212
No	4.5%	10

Totals: 222

8. Would you like to be informed about the program and opportunities for you to participate as it develops?

3% No



97% Yes

Value	Percent	Responses
Yes	96.6%	57
No	3.4%	2

Totals: 59

This is a report for "Survey of Nursing Students" (Survey #6765403)

Stark State College

BSN Application

Regional Education Providers
Meeting Discussion Summary

Appendix D

Email invitations were sent to all Ohio higher education institutions that have BSN programs in Stark State's service area for an in-person meeting on May 15, 2024 to discuss Stark State's proposed RN-to-BSN pathway program. An agenda for the meeting was provided to each attendee and a PowerPoint presentation was provided. A representative from Malone University didn't attend the meeting. A copy of the agenda is included below the summary of the meeting.

Attendees from Stark State:

- Dr. Para M. Jones, President
- Dr. Lada Gibson-Shreve, Provost and Chief Academic Officer
- Dean Mallernee, Dean of Health and Public Services
- Dr. Andrea Price, Department Chair, Nursing
- Dr. Amanda Dawson, Paramedic to RN Coordinator
- Melissa Glanz, Vice-President of Human Resources
- Dr. Pat Roberts, Vice-President of Marketing, Advancement, and Partnerships
- Dr. Stephanie Sutton, Vice-President of Enrollment Management
- Dr. Kim McBride, LPN to RN Coordinator
- ElizabethAnne Slater, Nursing faculty member
- Dr. Andy Stephan, Dean of Arts and Sciences

Attendees from Regional Educational Providers:

- Dr. Timothy W. Meyers Executive Director of Nursing, The University of Akron
- Dr. Jo Ann Donnenwirth, Aultman College Dean of Nursing
- Dr. Theresa Benzel, Aultman College Dean of Foundational Education
- Lyndy Beckley, Kent State Stark Campus BSN Program Coordinator
- Dr. Denise Seachrist, Kent State Stark Campus
- Dr. Denise Bartell, Kent State University
- Dr. Versie Johnson-Mallard, Dean of Kent State University, College of Nursing
- Dr. Christine Kauth Kent State Associate Dean of Faculty Affairs
- Dr. Judy Kreye, Dean of Nursing, Walsh University
- Dr. Michael Dunphy, Vice President for Academic Affairs, Walsh University

A PowerPoint was presented and covered the following topics:

1. Introductions – Dr. Para Jones
 - a. Stark State College
 - b. Education Partners
2. Proposed Degree - BSN in Nursing – Dr. Amanda Dawson
 - a. Entry Requirements
 - b. Curriculum
 - c. Delivery Format
3. Stark State College ADN Program – Dr. Andrea Price
 - a. NCLEX-RN Pass Rates

4. Regional Workforce Needs for BSN – Dr. Andrea Price
 - a. Current Need for BSN - Data
 - b. Current RN & BSN Programs similar to SSC
5. Potential Articulated Pathways – Dr. Lada Gibson-Shreve
 - a. BSN to MSN Pathway
 - b. MSN Providers in Region
6. Comments – Dr. Lada Gibson-Shreve

Summary of Comments and Questions:

1. **A question was raised about our tuition for the program.** Dr. Gibson-Shreve noted Stark State's tuition per credit hour for Fall 2024.
2. **A question was raised about where Stark State students are completing their BSN program.** – The highest enrollment for Stark State students is in an online program at a university that isn't within our region.
3. **A supporting comment was made by regional providers in relation to the percentage of minority students that Stark State is enrolling in our program.** – Stark State thanked them for the comment and agreed that it is important for us to advance the education of underrepresented populations.
4. **A question was asked about the need for nursing faculty members to teach in Stark State's program and the impact it could have on the university partners due to the shortage of nurse educators.** – Dr. Gibson-Shreve explained that our department chair and two full-time faculty members have doctorate degrees and the remaining full-time faculty members in the program have master's degrees. Dr. Price reiterated that the pathway will support increasing the number of nurse educators in the region in the future for all regional partners.
5. **A question was raised about the need for clinicals.** – Dr. Price noted that the RN-to-BSN pathway program will not require clinical placements because they are completed as part of the ADN program.
6. **A question was raised about support from local hospitals.** – Dr. Gibson-Shreve and Dr. Jones noted that we have letters of support from area hospitals for our RN-to-BSN pathway.
7. **A question was asked about the number of other community colleges in Ohio that received approval for a similar program.** – Dr. Gibson-Shreve noted that nine of Ohio's 23 Community colleges had been approved as of the date of the meeting. She noted that data illustrates that approval of those nine programs did not impact enrollment in nursing programs at four-year universities.
8. **A question was asked about students enrolling directly into a bachelor's degree without completing the ADN program.** – Stark State noted that the ADN must be completed first because we are only offering a RN-to-BSN pathway for our students.
9. **A question was asked about why our students would stay at Stark State College.** – Dr. Gibson-Shreve and Dr. Price noted that students are familiar with the faculty members and the quality that they bring to the classroom, they're familiar with our support services and where they are located, they prefer our small class sizes and our

affordability. Dr. Sutton referenced an article that was in *Inside Higher Ed* on May 15 that stated that students are remaining at community colleges for bachelor's degree programs due to the comfortability that it provides to underserved student populations. The nursing faculty members noted that they plan to promote the MSN programs and the importance of continuing education to Stark State students. It was noted that we have former Stark State College students now serving as adjunct faculty members due to our focus on encouraging them to advance their education.

Meeting Conclusion: The meeting concluded with the regional partners stating that they expected our proposal to be approved. They thanked us for wanting to partner with them on a BSN-to-MSN articulation agreement pathway. Dr. Gibson-Shreve and Dr. Price noted that they want to partner with the universities on a BSN-to-MSN articulation pathway and look forward to doing so.



**Stark State College
Proposed Bachelor Degree of Nursing (BSN)**

**Regional Educational Providers
May 15, 2024**

Agenda

Para M. Jones, Ph.D., President
Lada Gibson-Shreve, Ph.D., Provost and Chief Academic Officer
Dean Mallernee, MBA, Dean, Health and Public Services
Andrea Price, DNP, MSN, RN, Department Chair, Nursing
Amanda Dawson, DNP, MSNed, RN, Paramedic to RN Coordinator

-
- 1. *Introductions – Dr. Para Jones***
 - Stark State College
 - Education Partners
 - 2. *Proposed Degree - BSN in Nursing – Amanda Dawson***
 - Entry Requirements
 - Curriculum
 - Delivery Format
 - 3. *Stark State College ADN Program – Andrea Price***
 - NCLEX-RN Pass Rates
 - 4. *Regional Workforce Needs for BSN – Andrea Price***
 - Current Need for BSN - Data
 - Current RN & BSN Programs similar to SSC
 - 5. *Potential Articulated Pathways – Dr. Lada Gibson-Shreve/ Dean Mallernee***
 - BSN to MSN Pathway
 - MSN Providers in Region
 - 6. *Comments – Dr. Lada Gibson-Shreve***

SERVING STARK, SUMMIT AND SURROUNDING COUNTIES

Stark State College

BSN Application

Community Partner Clinical Site Chart

Appendix E

Appendix E: Community Partner Clinical Site Chart

Industry Community Partner	Facility	Facility Contact	Effective Date	Expiration Date
Akron Children's Hospital	Akron Children's Hospital – Main Campus	Christine Young, MSN, MBA, RN, NEA-BC, Chief Nursing Officer	March 1, 2023	March 1, 2028
Aultman Health Foundation	Aultman Orrville Hospital	Kelly Lilly, Chief Nursing Officer	May 17, 2023	May 17, 2028
Aultman Health Foundation	Aultman Main Campus	Brittani Gresko, Talent Acquisition Coordinator	May 19, 2024	May 19, 2029
Cleveland Clinic Health System	Cleveland Clinic Akron General Hospital	Lisa Baszynsk, DNP, RN, NE-BC, Associate Chief Nursing Officer, Clinical Education/ Professional Development	December 16, 2022	December 16, 2027
	Cleveland Clinical Mercy Medical			
	Cleveland Clinic Union Hospital			
	Cleveland Clinic Edwin Shaw			
Summa Health System	Summa Akron City Hospital	Anthony Colly Senior Vice President, Chief Human Resources Officer	June 30, 2023	June 30, 2028
	Summa Barberton Hospital			
	Summa Rehabilitation Hospital			

Stark State College

BSN Application

Community Partner Affiliation Agreements

Appendix F

**CLEVELAND CLINIC
CLINICAL EDUCATION AGREEMENT
NURSING**

This Agreement (“Agreement”) is between The Cleveland Clinic Foundation, an Ohio nonprofit corporation, d/b/a Cleveland Clinic, with its principal place of business at 9500 Euclid Avenue, Cleveland, OH 44195 (collectively referred to as “CCF”) and Stark State College, Associate Nursing Degree Program with a location at 6200 Frank Ave NW North Canton, Ohio 44720 (“School”).

CCF operates medical clinics and hospitals, together with associated laboratory, outpatient and research facilities dedicated to better care of the sick, further study of their problems and more teaching of those who serve. School is a duly accredited educational institution that offers ☒undergraduate or ☐graduate program(s) in the field of Nursing (“Program(s)”), which require clinical rotations.

For purposes of this Agreement, “CCF” includes The Cleveland Clinic Foundation’s main campus and all of its family health centers, ambulatory surgery centers, hospitals and other CCF-affiliated entities, all which shall separately and collectively be referred to hereinafter as the “Clinical Site(s)” or “CCF”.

For purposes of this Agreement, “School” includes all of its campuses.

School and CCF desire to make available better health care services to patients, advance allied health education, and aid in meeting the ever-increasing demand for trained health care professionals.

Each Clinical Site, in the course of its operations, can provide an educational environment within its clinical facilities, which for purposes of this Agreement, include the home care patients’ residences, which would be beneficial to students pursuing a Nursing Program of study (the “Students”), and which would further Clinical Sites’ mission to provide clinical educational opportunities and quality health care to citizens of the region.

In consideration of the mutual covenants and promises herein contained, the sufficiency of which the parties hereby acknowledge, the parties agree as follows:

1) Training Program:

- a. CCF and School hereby agree to conduct a program of clinical training and instruction for the Students in the clinical Program(s) (the “Training Program”).
- b. The School and CCF will appoint designated representatives to be responsible for the Program and the terms of this Agreement. School shall appoint a clinical coordinator and CCF shall appoint a clinical supervisor (“Preceptor”), if applicable, at each site. Each party shall supply the other party with the name of this person along with the person’s professional and academic credentials for approval of the other party. Each party shall notify the other in writing within thirty (30) days of any changes of the person appointed.
- c. Clinical Site has no obligation to accept any Students pursuant to this Agreement, whether or not the School has complied with the obligations set forth below. The acceptance of Students shall be at Clinical Site’s discretion.
- d. Addenda A and B attached hereto and incorporated herein provide program-specific terms and conditions for undergraduate and/or graduate Nursing Programs, as applicable to this Agreement. In the event of a conflict between the terms of this Agreement and the terms of Addendum A and/or B, the terms of the respective Addendum shall govern.

2) School's Obligations:

- a. Collaborate with CCF to implement a meaningful Training Program for the Students.
- b. If the parties agree that School faculty, hereinafter referred to as "On-Site Faculty", will be utilized to train Students at the Clinical Sites, the School shall identify the On-Site Faculty members and provide their respective qualifications no later than thirty (30) days prior to the commencement of the Training Program. On-Site Faculty, in communication and coordination with CCF staff, will oversee the experience and activities of Students during the Training Program. School acknowledges that On-Site Faculty will have the same obligations as the Students with respect to this Agreement.
- c. Provide CCF with the learning outcomes, assessment methods and educational behavioral objectives for the clinical training.
- d. Validate each Student's qualifications to include the appropriate degrees, licensure, competencies, and legal authority to engage in the clinical training in the State of Ohio, as well as successful completion of appropriate course work.
- e. Attest and maintain documentation proving that all Students have furnished proof of: a negative Tuberculosis skin test (using the standard two-step Mantoux test, QuantiFERON®-TB Gold test or T-Spot test) within twelve (12) months before starting a rotation with appropriate follow-up for positive tests. School acknowledges that Tuberculosis tests (one-step Mantoux, QuantiFERON®-TB Gold test or T-Spot test) must be done annually, with no more than twelve (12) months between tests and shall ensure that Students' Tuberculosis tests are current at all times during a Student's training at CCF. In addition, attest that Students have appropriate immunizations for mumps, measles (Rubeola), German measles (Rubella), chicken pox (varicella), Tdap (tetanus, diphtheria, pertussis) booster within the last ten (10) years and proof of a positive hepatitis B IgG antibody titer or a signed declination form assuming the risk of exposure; and any future tests or immunizations required by CCF, which shall be communicated to School, and a health status that qualifies them to work directly with patients. School shall also ensure and maintain documentation that all Students have furnished proof of influenza immunization for clinical experience placement during the flu season (November to March). CCF will consider exemption requests for CCF caregivers who have received an exemption as part of their employment. School shall make such documentation available to CCF within twenty-four (24) hours upon request.
- f. Attest that each Student that School sends to a Clinical Site has a negative fingerprint background check. (CCF shall accept an Ohio BCI&I fingerprint background check for a Student who has been an Ohio resident in the last five (5) years. If a Student has not been a resident of Ohio during the past five (5) years, the Student must have a negative FBI fingerprint background check.) CCF shall not be responsible for the cost of a Student's criminal background check. School shall maintain such documentation in the Student's file. School will provide verification of negative background check to the CCF Preceptor or other designated representative. Students with positive background checks will be asked to contact CCF to obtain a current Background Information Release form and their record will be reviewed by CCF to determine clinical eligibility. The School will not participate in this process. Current CCF employees are exempt from the background check verification process.
- g. Instruct each Student of his/her responsibility to maintain patient confidentiality pursuant to the federal Health Insurance Portability and Accountability Act of 1996, as amended, as well as its implementing regulations (collectively referred to as "HIPAA") in both written and verbal communication with other students, instructors, with any other individuals, in clinical rounds or in class discussion, as well as in any published materials.
- h. Ensure and maintain documentation that each Student has successfully completed the appropriate cardiopulmonary resuscitation training, if required by the specific program in which the Student will be training.

- i. Prior to beginning a clinical experience, all Students must be onboarded and vetted through ACEMAPP, a secure, online, clinical rotation matching service used by CCF to coordinate its clinical rotation experiences and related onboarding services. Additionally, Students must complete Cleveland Clinic's approved online education modules on topics which may include Basic Stroke Competency, Code of Conduct, Diversity and Inclusion, Emergency Management, HIPAA and Information Security, HIPAA Overview, Introduction to Environment of Care, Patient Safety, Preventing Occupational Exposure to Bloodborne Pathogens, Preventing Occupational Exposure to TB, Safety Event Reporting System(SERS), Vulnerable Populations and any additional modules deemed necessary to comply with federal and Joint Commission standards. Students will be responsible for the modules identified above and any future training requirements mandated by federal or Cleveland Clinic specific programming. Although the online education modules refer to CCF employees, all Students will be held accountable for the content found in each module.
- j. Maintain the Program according to established standards of the appropriate accrediting agency. The final responsibility for the education of the Students lies with School.
- k. Upon request, and at a mutually convenient time, the School, or the relevant accrediting body may inspect the clinical facilities at the Clinical Site which are directly related to the Students' clinical experience and training.
- l. Ensure that Students obtain and maintain during the Training Program professional liability insurance with coverage limits of not less than One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) annual aggregate.
- m. Provide and maintain policies of professional liability (including contractual liability) insurance with limits not less than One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) annual aggregate and general liability insurance with a single limit of no less than One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) annual aggregate, with umbrella liability coverage in amounts no less than One Million Dollars (\$1,000,000) to insure the School, its employees and students. School shall provide a certificate of insurance coverage specifically evidencing such coverage and must resubmit a certificate without notice from Clinical Site each year. School shall provide Clinical Site at least thirty (30) days' prior written notice of any material change, cancellation or termination of such insurance coverage.
- n. School must have evidence that each Student satisfies all of the above requirements. Such evidence must be made available to CCF within twenty-four (24) hours of CCF's request.
- o. Inform Students that:
 1. CCF is committed to providing a drug-free work environment. Accordingly, CCF will not tolerate the unlawful or unauthorized use, manufacture, possession, sale or transfer of illegal or controlled substances of abuse or unauthorized use of alcohol on or around CCF property. Further, School shall inform Students that CCF maintains a smoke-free environment at its facilities and that smoking is prohibited on all Clinical Site premises.
 2. Students must abide by the applicable policies, procedures, rules and regulations of CCF and the Clinical Site at which they may be training and follow all directives of its staff. Although the policies and procedures, rules and regulations refer to CCF employees, all Students will be held to the same standards.
 3. Students are not considered employees, trainees or agents of CCF for any purpose and they shall not be entitled to any salary or employment-based benefits.
 4. Students are responsible for transportation costs to and from the Clinical Site.

5. Students at a Clinical Site shall wear the appropriate regulation student uniform and identifying identification badge as required by the Clinical Site.
6. Students participating in a Home Care experience will be accompanied by a Home Care employee while in patients' residences, but Home Care has no control of or responsibility for that environment.
7. Students assume the risk of exposure to patients who may carry a contagious or infectious disease. In the event any Student is exposed to blood from a patient who is a carrier of a contagious or infectious disease or a patient who is, in the judgment of the Clinical Site, at risk of being a carrier of a contagious or infectious disease, the Clinical Site will, with the consent of the Student, either refer the Student to an Emergency Room or administer immediate precautionary treatment consistent with current medical practice. Initial screening tests or prophylactic medical treatment shall be paid for by the Student's own medical coverage. The Clinical Site shall have no responsibility for any further diagnosis, medication or treatment.
8. Students are expected to have health insurance. School and the Clinical Site are not responsible for medical expenses related to disease or injury incurred during the Training Program. The Student is responsible for any medical expenses incurred during training at the Clinical Sites.

p. CCF may terminate the participation of a Student in a Training Program at CCF if the Student's work, conduct or health may have a detrimental effect on its patients, staff or operations. A Student generally will not be removed from a clinical experience until CCF has discussed its concerns with a representative of the School. However, CCF reserves the right to take immediate action to suspend a Student's participation in response to concerns of patient care or the safety and respect of its staff.

3) CCF's Obligations:

- a. Collaborate with School to implement a meaningful Training Program for the Students.
- b. Supervise Students while they are on-site participating in the Training Program, unless the parties have determined that School will be providing On-Site Faculty to supervise the clinical training of the Students.
- c. Retain responsibility for patient care. Students will be trainees and will not replace members of the Clinical Site staff. Students will not give service to patients at the Clinical Site apart from that rendered as part of the Training Program and will follow all directives of Clinical Site staff in regard to patient care.
- d. Provide the Students while they are on-site participating in the Training Program with the same emergency medical care or minor medical treatment as that extended to employees of CCF in case of injury or illness on duty. Students are financially responsible for and will be billed accordingly for such services.
- e. Clinical Site will provide an adequate orientation for Students.
- f. Clinical Site will provide safe physical facilities and environment needed for clinical instruction of the Students, within the reasonable capacity of the Clinical Site, subject to its primary responsibility to care for patients. Direct contact between Students and patients shall be subject to approval of the Clinical Site.
- g. For any Student assigned to a qualified preceptor, clinical supervisor, or other professional at a Clinical Site, upon completion of that Student's clinical experience and training at the Clinical Site, the Clinical Site will ensure that a written performance evaluation is completed for each Student in the form and within the reasonable time limits specified by the School.
- h. Maintain general liability and professional liability insurance in the amounts of not less than One Million Dollars (\$1,000,000) per occurrence and Three Million Dollars (\$3,000,000) in the annual aggregate to insure CCF and its employees through its program of self-insurance.

i. Clinical Site will allow Students to use Clinical Site conference rooms and comfort facilities such as the cafeteria, lounges and rest rooms, and to provide, on an “as available” basis, lockers and, at a Student’s expense, parking at assigned parking areas.

4) Term and Termination. This Agreement is effective as of the date of authorization and, will continue for a period of five (5) years (the “Term”), starting November 4, 2022 and ending November 4, 2027. Either party may terminate this Agreement upon ninety (90) days prior written notice to the other party; provided, however, that subject to Sections 2(p), 5(b), 5(c), and 5(f), the parties will use their best efforts to ensure that any Students then participating in the Training Program are able to complete the Training Program. In such event, all applicable provisions of this Agreement shall remain in force during the extension period from the effective date of termination, until the end of the Training Program in which the affected Students are enrolled.

5) Miscellaneous.

- a. Non-Discrimination. Each party agrees not to discriminate on the basis of religion, race, creed, national or ethnic origin, sex, age, handicap, political affiliation, sexual orientation, disability, status as a veteran, or any other protected class.
- b. Compliance with Law. The parties specifically intend to comply with all applicable laws, rules and regulations as they may be amended from time to time. If any part of this Agreement is determined to violate federal, state, or local laws, rules, or regulations, the parties agree to negotiate in good faith revisions to any such provisions. If the parties fail to agree within a reasonable time to revisions required to bring the entire Agreement into compliance, either party may terminate this Agreement upon thirty (30) days’ prior written notice to the other party.
- c. Compliance with Federal Programs. School hereby represents and warrants that it has not been debarred, suspended, excluded or otherwise determined to be ineligible to participate in federal healthcare programs (collectively, “Debarred”) and acknowledges that CCF shall have the right to terminate this Agreement immediately in the event that School is Debarred. Accordingly, School shall provide CCF with immediate notice if School (i) receives notice of action or threat of action with respect to its Debarment during the term of this Agreement; or (ii) becomes Debarred.
- d. Compliance with HIPAA. School shall direct its Students to comply with the policies and procedures of CCF, including those governing the use and disclosure of individually identifiable health information under federal law, specifically 45 CFR parts 160 and 164. Solely for the purpose of defining their role in relation to the use and disclosure of CCF’s protected health information, such Students are defined as members of the CCF’s workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement. However, Students are not and shall not be considered to be employees of the CCF. In addition, School agrees that a Student’s breach of CCF’s policies concerning confidentiality shall be grounds for Student discipline by School, including dismissal from program and/or removal from CCF.
- e. Confidentiality. School acknowledges that, in the course of the performance of this Agreement, it, its Students, and On-Site Faculty may learn certain confidential and proprietary information about CCF’s business, and/or patient care operations (“Confidential Information”). School agrees that it, its Students, and On-Site Faculty will keep all such information strictly confidential; that they will not use it for any other purpose other than to perform their obligations hereunder. It is understood that School is a technical college, created pursuant to R.C. Chapter 3357, and is subject to the Ohio Public Records Act, O.R.C. a49.43, et seq., and that any record kept by School that is deemed a public records is subject to release if a proper request is made.
- f. Force Majeure. In the event Students are unable to complete the Training Program at CCF due to causes beyond the control of CCF, including, but not limited to: acts of God; war; acts of the government; fires; floods; epidemics; quarantine restrictions; strikes, labor disputes or work stoppages; transportation

contingency; and freight embargoes; other catastrophes or any similar occurrences beyond CCF's reasonable control; CCF and School shall assist the affected Students in finding an alternate site to complete their required clinical training.

- g. FERPA. Each party acknowledges that information (if any) received from the School regarding Students may be protected by the Family Educational Rights and Privacy Act ("FERPA"), and agrees to use such information only for the purpose for which it was disclosed and not to make it available to any third party without first obtaining the Student's written consent.
- h. Tax-Exempt Status. The parties recognize that CCF is a non-profit, tax-exempt organization and agree that this contract will take into account and be consistent with CCF's tax-exempt status. If any part or all of this Agreement is determined to jeopardize the overall tax-exempt status of CCF and/or any of its exempt affiliates, then CCF will have the right to terminate this Agreement immediately.
- i. Use of Name. Neither party shall use the name, logo, likeness, trademarks, image or other intellectual property of the other party for any advertising, marketing, endorsement or any other purposes without the specific prior written consent of an authorized representative of the other party as to each such use. School may refer to the affiliation with CCF in the School catalog and in other public information materials regarding the relevant School Programs. CCF reserves the right to review and request modification of the School's reference to CCF as necessary. CCF may refer to the affiliation with the School in its brochures and other public information materials having to do with clinical education Programs.
- j. No Third Party Beneficiaries. This Agreement does not and is not intended to confer any rights or remedies upon any party other than the Clinical Sites and the School.
- k. Independent Contractors. Each party is a separate and independent institution, and this Agreement shall not be deemed to create a relationship of agency, employment, or partnership between or among them. Each party understands and agrees that this Agreement establishes a training relationship and that the agents or employees of each respective party are not employees or agents of the other party.
- l. Severability. The provisions of this Agreement are severable, and if any provision of this Agreement is found to be invalid, void or unenforceable, the remaining provisions will remain in full force and effect.
- m. Waiver. The waiver of any breach of any term of this Agreement does not waive any subsequent breach of that or another term of this Agreement.
- n. Assignment. Neither party may assign this Agreement or any rights or obligations under this Agreement to an unaffiliated third party without the prior written consent of the other party. Any assignment in violation of this provision is null and void.
- o. Notice. Any notice or other communication required or permitted under this Agreement shall be in writing, delivered in person or by certified mail or overnight delivery by a nationally recognized delivery service to the address set forth below or such other address as the parties may specify in writing, and will be deemed given as of the date it is received by the receiving party.

If to CCF: The Cleveland Clinic Foundation
 Nursing Education
 9500 Euclid Avenue, HSB-111
 Cleveland, Ohio 44195
 Attention: Nursing Education Program Manager

With a copy to: The Cleveland Clinic Foundation
 3050 Science Park Drive, AC321
 Beachwood, Ohio 44122

Attention: Law Department

If to School: Stark State College
Division of Health and Public Services
6200 Frank Avenue NW
North Canton, Ohio 44720
Attention: Kelly Reinsel

- p. Titles and Subtitles. The titles and subtitles used in this Agreement are used for convenience only and are not to be considered in construing or interpreting this Agreement.
- q. Governing Law. This Agreement shall be construed in accordance with the laws of the State of Ohio without regard to its conflict of laws provisions.
- r. Entire Agreement. This Agreement, and the attached Addenda, which are hereby incorporated into this Agreement by reference, shall constitute the entire agreement and understanding between CCF and School as to the subject matter hereof and supersedes all prior discussions, agreements and undertakings of every kind and nature between them, whether written or oral, with respect to such subject matter. In the event of a conflict between the Agreement and any applicable Addenda, the terms of the Addenda shall control. This Agreement may subsequently be modified only by a written document executed by both parties.

IN WITNESS WHEREOF, the parties have executed this Agreement on the dates set below their names.

THE CLEVELAND CLINIC FOUNDATION
d/b/a Cleveland Clinic

By: Lisa Baszynski

Name: Lisa Baszynski, DNP, RN, NE-BC

Title: Associate Chief Nursing Officer, Clinical
Education/Professional Development/Nursing
Administration, Cleveland Clinic Health System

Date: 12/16/2022

STARK STATE COLLEGE

By: Lada Gibson-Shreve

Name: Lada Gibson-Shreve, Ph.D.

Title: Provost and Chief Academic Officer

Date: December 15, 2022

Addendum A
(if applicable to this Agreement)

Undergraduate Nursing Programs
Program-Specific Terms and Conditions

- A. Faculty Member to Provide Direction (Employed by Academic Institution):** In accordance with rule 4723-5-20 of the Ohio Administrative Code, all experiences for a nursing student in a clinical setting involving the delivery of nursing care to an individual or group of individuals shall be performed under the direction of a faculty member who functions only as a faculty member during the nursing student's clinical experience. The faculty member providing direction shall:
- a. Establish clinical objectives or outcomes within the framework of the course in which the student is enrolled;
 - b. Communicate clinical objectives or outcomes to the student, the preceptor, and the staff at the clinical site;
 - c. Provide for orientation of each student to the clinical site, including introduction to staff.
 - d. Make assignments, in conjunction with the preceptor, for the student's experience, consistent with the specific objectives or outcomes of the course in which the student is enrolled;
 - e. Provide for supervision of the nursing student in accord with this chapter; and
 - f. Evaluate the student's experience, achievement, and progress in relation to the clinical objectives or outcomes with input from the preceptor.
- B. Minimum Qualifications of the Preceptor, if applicable (Provided by Cleveland Clinic):** The preceptor must possess the following qualifications in accordance with rule 4723-5-10 of the Ohio Administrative Code:
- a. Completion of an approved registered nursing education program in a jurisdiction as defined in paragraph (S) of Rule 4723-5-01 of the OAC (i.e. "Jurisdiction" means any state, territory, or political subdivision of the United States of America in which a board or legal approving authority regulates nurse licensure and nursing practice and maintains membership in the national council of state boards of nursing.);
 - b. Experience in the practice of nursing as a registered nurse with demonstrated competence in the area of clinical practice in which the preceptor provides supervision to a nursing student;
 - c. A baccalaureate degree in nursing is preferred; and
 - d. Current valid licensure as a registered nurse in the jurisdiction or foreign country where the supervision of a nursing student's clinical experience occurs.
- C. Responsibilities of Preceptors:** In accordance with rule 4723-5-20 of the Ohio Administrative Code, the preceptor providing supervision of a nursing student shall at least:
- a. Have competence in the area of clinical practice in which the preceptor is providing supervision to a student;
 - b. Design, at the direction of a faculty member, the student's clinical experience to achieve the stated objectives or outcomes of the nursing course in which the student is enrolled;
 - c. Clarify with the faculty member:
 - (i) The role of the preceptor;
 - (ii) The responsibilities of the faculty member;
 - (iii) The course and clinical objectives or outcomes; and
 - (iv) The clinical experience evaluation tool; and

- d. Contribute to the evaluation of the student's performance by providing information to the faculty member and the student regarding the student's achievement of established objectives or outcomes.
- e. A preceptor shall provide supervision to no more than two nursing students at any one time, provided the circumstances are such that the preceptor can adequately supervise the practice of both students.
- f. The preceptor shall be present on-site during the student's clinical experience and provide supervision in accordance with the OAC as follows: Supervision of a nursing student in a clinical setting means that the preceptor is immediately available to the nursing student at all times to provide guidance and review of the student's performance [rule 4723-5-01 (HH), (OAC)]. If an emergency arises, the preceptor shall notify the School and shall provide coverage with a designee who is a licensed nurse employed at the clinical agency that possesses similar credentials OR shall remove the student from the assigned clinical education experience until such time as the preceptor or clinical agency is able to resume clinical supervision.

AFFILIATION AGREEMENT

THIS AFFILIATION AGREEMENT (the “**Agreement**”) is effective as of **May 2, 2023** (the “**Effective Date**”) by and between **AULTMAN HOSPITAL (“AH”)** and Stark State College (“**School**”).

RECITALS

WHEREAS, School offers educational programs for students pursuing a higher education degree in see Appendix A (the “**Program**”);

WHEREAS, to complete Program requirements, students enrolled must participate in a rotation of supervised practical learning and educational experience (the “**Rotation**”);

WHEREAS, **AH** is willing to provide a site for the students of School to complete the Rotation under the requirements set forth herein (the “**Students**”); and

WHEREAS, **AH** is willing to provide the Program access to **AH** facilities for Student Rotation at no charge to the Program as the provision of such access is consistent with **AH**’s charitable mission to increase the availability of quality healthcare services in **AH**’s service area.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, School and **AH** agree as follows:

I. School’s Obligations

1.1 School is responsible for the educational experience of Students in theoretical background, skill, and professional ethics and School will only assign Students to **AH** who have completed prerequisite course work.

1.2 School must choose one of the following:

X The Program is accredited;

____ School is in the process of seeking accreditation;

By _____, and School shall maintain (or continue to seek) such Program accreditation during the term of this Agreement. In the event accreditation is not maintained, this Agreement shall terminate in accordance with Section 4.

1.3 School shall require all Students and faculty on site at **AH** to provide evidence of compliance with **AH**’s personnel health requirements, and drug screening if applicable. School shall provide an attestation or evidence of compliance at least four (4) weeks prior to the commencement of each Student’s Rotation or the on-

site assignment of each faculty member, and School shall update such attestation or evidence of compliance upon AH's reasonable request. In the event accreditation is not maintained, this Agreement shall terminate in accordance with Section 4.

- 1.4 School will assure a criminal background check is conducted on Students participating in the Rotation at AH and provide the results to AH upon request. For purposes of compliance with this Agreement, each such criminal background check shall be obtained no more than six months prior to the beginning of each Student's Rotation. School will provide AH with attestation or evidence of compliance with the foregoing at least four (4) weeks prior to the commencement of the Rotation.
- 1.5 School's faculty shall be properly and currently licensed and/or certified, if applicable, by the appropriate governing body. School shall designate a faculty member who will serve as the liaison between the parties and shall provide the name, title and contact information of such individual to AH upon designation.
- 1.6 School may only designate students for Rotation at AH who have met all requirements for the Rotation, including but not limited to a pre-Rotation health screening and those additional requirements contained in AH's applicable policies and procedures.
- 1.7 School will notify each Student prior to his/her arrival at AH that the Student is responsible for:
 - 1.7.1 Following the policies, standards, and practices of AH, including but not limited to patient safety and HIPAA.
 - 1.7.2 Obtaining medical care at his/her own expense for any injuries sustained at AH.
 - 1.7.3 Reporting to AH on time and following all established regulations during the regularly scheduled operating hours of AH.
 - 1.7.4 Obtaining prior written approval of AH and School before publishing any material, including patient health information, relating to the Rotation.
 - 1.7.5 Complying with all applicable policies and procedures of AH.
- 1.8 School understands that it and its Students may not discuss any AH information, outside of the Rotation, that could infringe on the rights or privacy of any patient associated with AH. School understands that AH's medical records are confidential information and that such confidentiality is protected under federal and state law. Students and School faculty shall respect the confidential nature of information that they may use or access during the Rotation at AH including, but not limited to, patient health information in any form or format. School will ensure

that Students and faculty do not use or disclose patient health information for any purpose other than those permitted by **AH** policy and applicable law, including the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”), and will advise Students and faculty of the importance of complying with **AH**’s policies and procedures regarding HIPAA and privacy.

- 1.9 School must choose one of the following alternatives, as appropriate (check one):

 X For Rotations involving clinical experience or the provision of direct care or therapy services to **AH**’s patients, School shall maintain, or ensure that Students and School faculty maintain, in force at all times a policy of professional liability insurance in amounts of at least \$1,000,000 per occurrence and \$3,000,000 in aggregate covering Students and School faculty participating in the Rotation, as well as comprehensive general liability insurance covering School’s officers, directors, employees, and agents. School will provide, or ensure that Students and School faculty provide, certificates evidencing such insurance to **AH** upon request.

 For Rotations involving non-clinical experience, School shall maintain in force at all times general liability insurance with no less than \$1,000,000 per occurrence and \$3,000,000 in aggregate covering Students and School faculty participating in the Rotation. School will provide certificates evidencing such insurance to **AH** upon request.

School shall notify **AH** immediately of any modification, change or cancellation of any of the above insurance coverages.

II. **AH**’s Obligations

- 2.1 **AH** shall provide the Students with the opportunity to gain practical experience by observation or performance under supervision and to apply skills the Students have already learned. **AH** agrees to provide appropriate space, personnel and resources at designated sites for Students.
- 2.2 **AH** agrees, if applicable, to assign a “**Rotation Supervisor**” for the Rotation. Such Rotation Supervisor shall be an employee or agent of **AH** who will cooperatively work with School during the Rotation and who will supervise Students at **AH**. The Rotation Supervisor shall have the credentials and experience necessary to effectively supervise the Students on Rotation at **AH** as such necessary credentials and experience are reasonably determined by **AH**.
- 2.3 **AH** will provide the Student(s) and relevant School faculty, as applicable, the following:

- 2.3.1 Orientation to **AH**, including, without limitation, its rules, regulations, administrative policies, standards and practices and appropriate OSHA training relevant to the Rotation;
- 2.3.2 Space for Students to store personal belongings;
- 2.3.3 Access to the **AH**'s cafeteria/food service while at the **AH**; and
- 2.3.4 Access to **AH**'s health sciences library, as applicable.
- 2.4 **AH** shall make emergency care available to Students who become ill or are injured while participating in the Rotation. The Students shall be financially responsible for the cost of such emergency care.
- 2.5 **AH** will comply with the applicable provisions of the Family Educational Rights and Privacy Act of 1974 ("**FERPA**") as applicable to the Rotation. School will not be obligated to provide any Student information to **AH** except as permissible under FERPA.
- 2.6 **AH** has the right to request School to withdraw a Student from the Rotation if, in **AH**'s discretion, **AH** determines that the Student's performance is unsatisfactory or the Student's health status or conduct is detrimental to the Student's successful completion of the Rotation or to the well-being of the patients, personnel and visitors at **AH**. Upon receipt of such request from **AH**, School shall remove such Student from the Rotation. Further, **AH** may refuse to permit any Student to participate in the Rotation at **AH**.
- 2.7 **AH** shall carry out its functions under this Agreement in compliance with all applicable and necessary Program standards, including applicable and necessary requirements of Program's accrediting body, if any (the "**Program Standards**"). School shall communicate the Program Standards to **AH** prior to the beginning of any Rotation.
- 2.8 **AH** agrees to maintain complete and up-to-date records related to each Student Rotation at **AH** in accordance with Program Standards and any applicable federal, state and local laws and regulations (collectively, the "**Program Records**"). **AH** shall provide School personnel reasonable access to **AH**'s facilities for the purposes of examining the Program Records. **AH** shall retain the Program Records for the longer of (i) two (2) years following the completion of the relevant Student's Rotation; or (ii) as otherwise required under applicable federal, state, and local laws and regulations.
- 2.9 **AH** shall retain full authority and responsibility for patient care.

III. Mutual Obligations

- 3.1 Prior to execution of the Agreement, and annually thereafter, School and **AH** will agree to start dates and length of the Rotation for each Student. Similarly, the parties will agree on the number of Students eligible to participate in the Rotation; provided, however, that **AH** may reduce the number of Students eligible to participate in the Rotation at any time, with prior notice to the School and **AH** retains the sole right to determine if, and how many, Students will be accepted for Rotation at **AH**.
- 3.2 Each party shall be legally and financially responsible for the negligent acts and omissions of itself and its employees, directors, officers, representatives or agents and will pay all losses and damages attributable to such acts or omissions for which it is legally liable. This Agreement shall not be construed to constitute a waiver by either party of any rights that the party may have by operation of law.
- 3.3 **AH** and School shall communicate at least once each year and more often as necessary during each Rotation to exchange information, review the Program and to make appropriate recommendations.
- 3.4 The parties acknowledge that each may disclose Confidential Information (defined below) to the other in connection with this Agreement. If either party receives Confidential Information from or relating to the other party, the receiving party shall: (i) maintain the Confidential Information in strict confidence; (ii) use at least the same degree of care in maintaining the confidentiality of the Confidential Information as it uses in maintaining the confidentiality of its own proprietary or confidential information, but in no event less than a reasonable degree of care; (iii) use Confidential Information only to fulfill its obligations under this Agreement; (iv) not photocopy or otherwise duplicate any such Confidential Information without the prior written consent of the disclosing party; and (v) return or destroy all documents, copies, notes, or other materials containing any portion of the Confidential Information upon request of the other party. Upon termination or expiration of this Agreement, each party shall return or destroy (at the other party's request) all Confidential Information subject to the record retention requirements set forth in Section 2.8 above. The receiving party shall not disclose any portion of the Confidential Information to any person except those of its agents, employees and affiliates having a need to know such Confidential Information to accomplish the purposes contemplated by this Agreement; and in the event of such disclosure, the party making such disclosure shall inform the recipient of the foregoing limitations. Notwithstanding the foregoing, Confidential Information shall not include information that (i) is now in the public domain, (ii) hereafter becomes part of the public domain through no action of the party to which it is provided hereunder, (iii) was already in the actual possession of the party to which it is provided hereunder at the time the other party furnished it hereunder, (iv) was

rightfully obtained from another source entitled to disclose it, or (v) the receiving party is compelled to disclose by law, including but not limited to R.C. 149.43.

- 3.4.1 In the event Confidential Information is required to be disclosed by the receiving party by applicable law or legal process, the receiving party shall promptly notify the disclosing party and the disclosing party may contest the disclosure or obtain a protective order for the Confidential Information prior to disclosing the Confidential Information. The disclosure to or use by a party of Confidential Information shall not affect ownership or the confidential nature thereof.
- 3.4.2 For the purposes of this Agreement, "Confidential Information" shall mean all financial, statistical, operating and personnel materials and information, including, but not limited to, technical manuals, plans, policy and procedure manuals and computer programs relating to or utilized in (as applicable) either party's business or the business of any subsidiary or affiliate of their respective affiliates, operations, employers, services, patients or customers.
- 3.4.3 In the case of breach or threatened breach of this provision, the non-breaching party may seek injunctive relief in addition to other relief provided by law or in equity.
- 3.5 In addition to the requirements under Section 1.8, each party shall cause to be placed and kept in force all forms of insurance needed to adequately protect itself, as agreed to by the parties, naming the other party as an additional or co-insured, as applicable.

IV. Term and Termination

- 4.1 The term of this Agreement will continue in effect for five (5) years from the Effective Date, and shall renew on May 2, 2028, unless terminated as follows:
 - 4.1.1 The parties mutually agree to terminate this Agreement at any time
 - 4.1.2 Either party may terminate this Agreement without cause by giving the other party ninety (90) days written notice of intention to terminate as of the effective date set forth in such notice.
 - 4.1.3 Either party may terminate this Agreement upon breach by another party of any material provision of this Agreement, by giving the other party at least thirty (30) days prior written notice (the "Notice Period"). In such case, this Agreement shall terminate at the end of the Notice Period, provided that the breaching party does not cure the breach within the Notice Period.

- 4.2 Upon termination of the Agreement for any reason and by either party, Students who are currently participating in a Rotation at **AH** may complete their rotation without interruption, and the provisions of this Agreement as to the parties' responsibilities regarding Students on Rotation shall continue with respect to such Students until their Rotation is complete.

V. Miscellaneous

- 5.1 Assignment. This Agreement may not be assigned by either party without the prior written consent of the other party, which will not be unreasonably withheld. Notwithstanding the foregoing, **AH** may assign this Agreement to a successor or affiliate with notice to School.
- 5.2 Entire Agreement. This Agreement supersedes any and all other agreements, either oral or written, between the parties hereto with respect to the subject matter hereof. No changes or modifications of this Agreement will be valid unless the same is in writing and signed by the parties. No waiver of any provisions of this Agreement will be valid unless in writing and signed by the parties.
- 5.3 Severability. If any provision of this Agreement is held invalid or unenforceable, the remainder of this Agreement will continue valid and enforceable to the fullest extent permitted by law.
- 5.4 Compliance with Laws. The parties will comply with any applicable federal, state or local laws, including those prohibiting discrimination, and the parties will not engage in unlawful discrimination or treatment because of race, color, religion, sex, national origin, military or veteran status, sexual orientation, or disability in the employment, training, or promotion of Students or personnel engaged in the performance of this Agreement. If any law is enacted or becomes effective, any regulation is promulgated or becomes effective, any court or administrative agency decision is rendered, any administrative agency interpretation is issued, or any similar action is taken which, in the opinion of counsel to **AH**, is likely to cause any of the Agreement's provisions to be in violation of law, then the parties will use their best efforts, proceeding with dispatch and without unnecessary delay, to reform this Agreement or negotiate a new agreement or agreements so as to achieve, as nearly as possible, the parties' original goals reflected in this agreement.
- 5.5 Relationship of the Parties. **AH** and School are independent contractors, and nothing contained in this Agreement will create the relationship of partnership, joint venture, agency, or employment between **AH** and School or any of their employees, faculty, officers, agents, or contractors. No assigned Student or School faculty member participating in the Rotation under this Agreement will in any way be considered an employee or agent of **AH**, nor will any Student or faculty member be entitled to any fringe benefits, worker's compensation, disability benefits or other rights normally afforded to employees of **AH**.

- 5.6 Governing Law. This Agreement will be construed and enforced in accordance with the internal substantive laws of the State of Ohio, without regard to the conflict of laws provisions thereof. Venue for any action arising under this Agreement shall be in the state or federal courts with jurisdiction for Stark County, Ohio.
- 5.7 Counterparts. This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original, but all of which together will constitute one and the same instrument.
- 5.8 Notices. Unless otherwise provided for herein, any notice required or permitted to be given hereunder shall be in writing and shall be deemed to have been given at the earlier of the date when actually delivered to a Party, or when sent by facsimile (if confirmed), electronic mail, or nationally recognized reliable overnight carrier at the following addresses unless any Party shall otherwise designate its new address by written notice:

School

Attn: Kelly Reinsel
E-Mail: kreinsel@starkstate.edu
Phone: 330-966-5458 ext. 4112

AH

Attn: HR-Student Experiences
E-Mail: Studentexperiences@aultman.com
CC: Stephanie.Donahue@aultman.com
Phone: 330-363-5415

- 5.9 No Third-Party Beneficiaries. This Agreement will inure exclusively to the benefit of and be binding upon the parties hereto and their respective successors, assigns, executors and legal representatives. Nothing in this Agreement, expressed or implied, is intended to confer on any person other than the parties hereto or their respective successors and assigns any rights, remedies, obligations or liabilities under or by reason of this Agreement.
- 5.10 Headings. The section headings and titles contained herein do not constitute substantive provisions of this Agreement and will not be used to construe or interpret the material contained in such sections.
- 5.11 No Inducement of Referrals. The parties acknowledge that this Agreement is in no way conditioned on either party, or any physicians or other healthcare professionals employed by or under contract with either party, making referrals to the other party or otherwise generating business for the other party.
- 5.12 Debarment. Each party represents and warrants that it is not currently listed by a federal agency as excluded, debarred, or otherwise ineligible for participation in a Federal Health Care program (as defined under 42 U.S.C. § 1320a-7b(f), and herein referred to as “**Federal Health Care Program**”). Each party shall immediately notify the other party in the event it, or any of its employees, contractors, or agents involved in the Program, is (i) convicted of a criminal offense related to healthcare,

or (ii) listed by a Federal agency as excluded, debarred, or otherwise ineligible for participation in any Federal Health Care Program. In the event either party (i) is excluded, debarred, suspended or declared ineligible to participate in any Federal Health Care Program; or (ii) is convicted of a criminal offense related to healthcare, this Agreement shall automatically terminate.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by duly authorized officers, to be effective as set forth herein

AULTMAN HOSPITAL

Brittani Gresko

5/22/2023

Brittani Gresko
Talent Acquisition Coordinator

Date

STARK STATE COLLEGE

Lada Gibson-Shreve

5/19/23

Lada Gibson-Shreve
Provost and Chief Academic Officer

Date

Appendix A

The following programs will be represented under this agreement:

Associate Degree Nursing
Dietary Manager
Dietary Technician
Emergency Medical Technician
Health Information Management
Licensed Practical Nursing
License Practical Nursing to Registered Nurse
Medical Assisting
Medical Instrumentation Sterilization Technician
Medical Laboratory Technician
Occupational Therapy Assistant
Paramedic
Phlebotomy
Physical Therapy Assistant
Paramedic to Registered Nurse
Respiratory Care Technician
Sleep Technology
Surgical Assisting
Surgical Technician

AFFILIATION AGREEMENT

THIS AFFILIATION AGREEMENT (the “**Agreement**”) is effective as of **May 2, 2023** (the “**Effective Date**”) by and between **AULTMAN ORRVILLE HOSPITAL (“AOH”)** and **Stark State College (“School”)**.

RECITALS

WHEREAS, School offers educational programs for students pursuing a higher education degree in see Appendix A (the “**Program**”);

WHEREAS, to complete Program requirements, students enrolled must participate in a rotation of supervised practical learning and educational experience (the “**Rotation**”);

WHEREAS, AOH is willing to provide a site for the students of School to complete the Rotation under the requirements set forth herein (the “**Students**”); and

WHEREAS, AOH is willing to provide the Program access to AOH facilities for Student Rotation at no charge to the Program as the provision of such access is consistent with AOH’s charitable mission to increase the availability of quality healthcare services in AOH’s service area.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, School and AOH agree as follows:

I. School’s Obligations

1.1 School is responsible for the educational experience of Students in theoretical background, skill, and professional ethics and School will only assign Students to AOH who have completed prerequisite course work.

1.2 School must choose one of the following:

X The Program is accredited;

____ School is in the process of seeking accreditation;

By _____, and School shall maintain (or continue to seek) such Program accreditation during the term of this Agreement. In the event accreditation is not maintained, this Agreement shall terminate in accordance with Section 4.

1.3 School shall require all Students and faculty on site at AOH to provide evidence of compliance with AOH’s personnel health requirements, and drug screening if applicable. School shall provide an attestation or evidence of compliance at least four (4) weeks prior to the commencement of each Student’s Rotation or the on-

site assignment of each faculty member, and School shall update such attestation or evidence of compliance upon AOH's reasonable request. In the event accreditation is not maintained, this Agreement shall terminate in accordance with Section 4.

- 1.4 School will assure a criminal background check is conducted on Students participating in the Rotation at AOH and provide the results to AOH upon request. For purposes of compliance with this Agreement, each such criminal background check shall be obtained no more than six months prior to the beginning of each Student's Rotation. School will provide AOH with attestation or evidence of compliance with the foregoing at least four (4) weeks prior to the commencement of the Rotation.
- 1.5 School's faculty shall be properly and currently licensed and/or certified, if applicable, by the appropriate governing body. School shall designate a faculty member who will serve as the liaison between the parties and shall provide the name, title and contact information of such individual to AOH upon designation.
- 1.6 School may only designate students for Rotation at AOH who have met all requirements for the Rotation, including but not limited to a pre-Rotation health screening and those additional requirements contained in AOH's applicable policies and procedures.
- 1.7 School will notify each Student prior to his/her arrival at AOH that the Student is responsible for:
 - 1.7.1 Following the policies, standards, and practices of AOH, including but not limited to patient safety and HIPAA.
 - 1.7.2 Obtaining medical care at his/her own expense for any injuries sustained at AOH.
 - 1.7.3 Reporting to AOH on time and following all established regulations during the regularly scheduled operating hours of AOH.
 - 1.7.4 Obtaining prior written approval of AOH and School before publishing any material, including patient health information, relating to the Rotation.
 - 1.7.5 Complying with all applicable policies and procedures of AOH.
- 1.8 School understands that it and its Students may not discuss any AOH information, outside of the Rotation, that could infringe on the rights or privacy of any patient associated with AOH. School understands that AOH's medical records are confidential information and that such confidentiality is protected under federal and state law. Students and School faculty shall respect the confidential nature of information that they may use or access during the Rotation at AOH including, but

not limited to, patient health information in any form or format. School will ensure that Students and faculty do not use or disclose patient health information for any purpose other than those permitted by AOH policy and applicable law, including the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), and will advise Students and faculty of the importance of complying with AOH's policies and procedures regarding HIPAA and privacy.

- 1.9 School must choose one of the following alternatives, as appropriate (check one):

☒ For Rotations involving clinical experience or the provision of direct care or therapy services to AOH's patients, School shall maintain, or ensure that Students and School faculty maintain, in force at all times a policy of professional liability insurance in amounts of at least \$1,000,000 per occurrence and \$3,000,000 in aggregate covering Students and School faculty participating in the Rotation, as well as comprehensive general liability insurance covering School's officers, directors, employees, and agents. School will provide, or ensure that Students and School faculty provide, certificates evidencing such insurance to AOH upon request.

☐ For Rotations involving non-clinical experience, School shall maintain in force at all times general liability insurance with no less than \$1,000,000 per occurrence and \$3,000,000 in aggregate covering Students and School faculty participating in the Rotation. School will provide certificates evidencing such insurance to AOH upon request.

School shall notify AOH immediately of any modification, change or cancellation of any of the above insurance coverages.

II. AOH's Obligations

- 2.1 AOH shall provide the Students with the opportunity to gain practical experience by observation or performance under supervision and to apply skills the Students have already learned. AOH agrees to provide appropriate space, personnel and resources at designated sites for Students.
- 2.2 AOH agrees, if applicable, to assign a "Rotation Supervisor" for the Rotation. Such Rotation Supervisor shall be an employee or agent of AOH who will cooperatively work with School during the Rotation and who will supervise Students at AOH. The Rotation Supervisor shall have the credentials and experience necessary to effectively supervise the Students on Rotation at AOH as such necessary credentials and experience are reasonably determined by AOH.
- 2.3 AOH will provide the Student(s) and relevant School faculty, as applicable, the following:

- 2.3.1 Orientation to **AOH**, including, without limitation, its rules, regulations, administrative policies, standards and practices and appropriate OSHA training relevant to the Rotation;
- 2.3.2 Space for Students to store personal belongings;
- 2.3.3 Access to the **AOH**'s cafeteria/food service while at the **AOH**; and
- 2.3.4 Access to **AOH**'s health sciences library, as applicable.
- 2.4 **AOH** shall make emergency care available to Students who become ill or are injured while participating in the Rotation. The Students shall be financially responsible for the cost of such emergency care.
- 2.5 **AOH** will comply with the applicable provisions of the Family Educational Rights and Privacy Act of 1974 ("**FERPA**") as applicable to the Rotation. School will not be obligated to provide any Student information to **AOH** except as permissible under FERPA.
- 2.6 **AOH** has the right to request School to withdraw a Student from the Rotation if, in **AOH**'s discretion, **AOH** determines that the Student's performance is unsatisfactory or the Student's health status or conduct is detrimental to the Student's successful completion of the Rotation or to the well-being of the patients, personnel and visitors at **AOH**. Upon receipt of such request from **AOH**, School shall remove such Student from the Rotation. Further, **AOH** may refuse to permit any Student to participate in the Rotation at **AOH**.
- 2.7 **AOH** shall carry out its functions under this Agreement in compliance with all applicable and necessary Program standards, including applicable and necessary requirements of Program's accrediting body, if any (the "**Program Standards**"). School shall communicate the Program Standards to **AOH** prior to the beginning of any Rotation.
- 2.8 **AOH** agrees to maintain complete and up-to-date records related to each Student Rotation at **AOH** in accordance with Program Standards and any applicable federal, state and local laws and regulations (collectively, the "**Program Records**"). **AOH** shall provide School personnel reasonable access to **AOH**'s facilities for the purposes of examining the Program Records. **AOH** shall retain the Program Records for the longer of (i) two (2) years following the completion of the relevant Student's Rotation; or (ii) as otherwise required under applicable federal, state, and local laws and regulations.
- 2.9 **AOH** shall retain full authority and responsibility for patient care.

III. Mutual Obligations

- 3.1 Prior to execution of the Agreement, and annually thereafter, School and AOH will agree to start dates and length of the Rotation for each Student. Similarly, the parties will agree on the number of Students eligible to participate in the Rotation; provided, however, that AOH may reduce the number of Students eligible to participate in the Rotation at any time, with prior notice to the School and AOH retains the sole right to determine if, and how many, Students will be accepted for Rotation at AOH.
- 3.2 Each party shall be legally and financially responsible for the negligent acts and omissions of itself and its employees, directors, officers, representatives or agents and will pay all losses and damages attributable to such acts or omissions for which it is legally liable. This Agreement shall not be construed to constitute a waiver by either party of any rights that the party may have by operation of law.
- 3.3 AOH and School shall communicate at least once each year and more often as necessary during each Rotation to exchange information, review the Program and to make appropriate recommendations.
- 3.4 The parties acknowledge that each may disclose Confidential Information (defined below) to the other in connection with this Agreement. If either party receives Confidential Information from or relating to the other party, the receiving party shall: (i) maintain the Confidential Information in strict confidence; (ii) use at least the same degree of care in maintaining the confidentiality of the Confidential Information as it uses in maintaining the confidentiality of its own proprietary or confidential information, but in no event less than a reasonable degree of care; (iii) use Confidential Information only to fulfill its obligations under this Agreement; (iv) not photocopy or otherwise duplicate any such Confidential Information without the prior written consent of the disclosing party; and (v) return or destroy all documents, copies, notes, or other materials containing any portion of the Confidential Information upon request of the other party. Upon termination or expiration of this Agreement, each party shall return or destroy (at the other party's request) all Confidential Information subject to the record retention requirements set forth in Section 2.8 above. The receiving party shall not disclose any portion of the Confidential Information to any person except those of its agents, employees and affiliates having a need to know such Confidential Information to accomplish the purposes contemplated by this Agreement; and in the event of such disclosure, the party making such disclosure shall inform the recipient of the foregoing limitations. Notwithstanding the foregoing, Confidential Information shall not include information that (i) is now in the public domain, (ii) hereafter becomes part of the public domain through no action of the party to which it is provided hereunder, (iii) was already in the actual possession of the party to which it is provided hereunder at the time the other party furnished it hereunder, (iv) was

rightfully obtained from another source entitled to disclose it, or (v) the receiving party is compelled to disclose by law, including but not limited to R.C. 149.43.

- 3.4.1 In the event Confidential Information is required to be disclosed by the receiving party by applicable law or legal process, the receiving party shall promptly notify the disclosing party and the disclosing party may contest the disclosure or obtain a protective order for the Confidential Information prior to disclosing the Confidential Information. The disclosure to or use by a party of Confidential Information shall not affect ownership or the confidential nature thereof.
- 3.4.2 For the purposes of this Agreement, "Confidential Information" shall mean all financial, statistical, operating and personnel materials and information, including, but not limited to, technical manuals, plans, policy and procedure manuals and computer programs relating to or utilized in (as applicable) either party's business or the business of any subsidiary or affiliate of their respective affiliates, operations, employers, services, patients or customers.
- 3.4.3 In the case of breach or threatened breach of this provision, the non-breaching party may seek injunctive relief in addition to other relief provided by law or in equity.
- 3.5 In addition to the requirements under Section 1.8, each party shall cause to be placed and kept in force all forms of insurance needed to adequately protect itself, as agreed to by the parties, naming the other party as an additional or co-insured, as applicable.

IV. Term and Termination

- 4.1 The term of this Agreement will continue in effect for five (5) years from the Effective Date, and shall renew on May 2, 2028, unless terminated as follows:
 - 4.1.1 The parties mutually agree to terminate this Agreement at any time
 - 4.1.2 Either party may terminate this Agreement without cause by giving the other party ninety (90) days written notice of intention to terminate as of the effective date set forth in such notice.
 - 4.1.3 Either party may terminate this Agreement upon breach by another party of any material provision of this Agreement, by giving the other party at least thirty (30) days prior written notice (the "Notice Period"). In such case, this Agreement shall terminate at the end of the Notice Period, provided that the breaching party does not cure the breach within the Notice Period.

- 4.2 Upon termination of the Agreement for any reason and by either party, Students who are currently participating in a Rotation at AOH may complete their rotation without interruption, and the provisions of this Agreement as to the parties' responsibilities regarding Students on Rotation shall continue with respect to such Students until their Rotation is complete.

V. Miscellaneous

- 5.1 Assignment. This Agreement may not be assigned by either party without the prior written consent of the other party, which will not be unreasonably withheld. Notwithstanding the foregoing, AOH may assign this Agreement to a successor or affiliate with notice to School.
- 5.2 Entire Agreement. This Agreement supersedes any and all other agreements, either oral or written, between the parties hereto with respect to the subject matter hereof. No changes or modifications of this Agreement will be valid unless the same is in writing and signed by the parties. No waiver of any provisions of this Agreement will be valid unless in writing and signed by the parties.
- 5.3 Severability. If any provision of this Agreement is held invalid or unenforceable, the remainder of this Agreement will continue valid and enforceable to the fullest extent permitted by law.
- 5.4 Compliance with Laws. The parties will comply with any applicable federal, state or local laws, including those prohibiting discrimination, and the parties will not engage in unlawful discrimination or treatment because of race, color, religion, sex, national origin, military or veteran status, sexual orientation, or disability in the employment, training, or promotion of Students or personnel engaged in the performance of this Agreement. If any law is enacted or becomes effective, any regulation is promulgated or becomes effective, any court or administrative agency decision is rendered, any administrative agency interpretation is issued, or any similar action is taken which, in the opinion of counsel to AOH, is likely to cause any of the Agreement's provisions to be in violation of law, then the parties will use their best efforts, proceeding with dispatch and without unnecessary delay, to reform this Agreement or negotiate a new agreement or agreements so as to achieve, as nearly as possible, the parties' original goals reflected in this agreement.
- 5.5 Relationship of the Parties. AOH and School are independent contractors, and nothing contained in this Agreement will create the relationship of partnership, joint venture, agency, or employment between AOH and School or any of their employees, faculty, officers, agents, or contractors. No assigned Student or School faculty member participating in the Rotation under this Agreement will in any way be considered an employee or agent of AOH, nor will any Student or faculty member be entitled to any fringe benefits, worker's compensation, disability benefits or other rights normally afforded to employees of AOH.

- 5.6 **Governing Law.** This Agreement will be construed and enforced in accordance with the internal substantive laws of the State of Ohio, without regard to the conflict of laws provisions thereof. Venue for any action arising under this Agreement shall be in the state or federal courts with jurisdiction for Stark County, Ohio.
- 5.7 **Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original, but all of which together will constitute one and the same instrument.
- 5.8 **Notices.** Unless otherwise provided for herein, any notice required or permitted to be given hereunder shall be in writing and shall be deemed to have been given at the earlier of the date when actually delivered to a Party, or when sent by facsimile (if confirmed), electronic mail, or nationally recognized reliable overnight carrier at the following addresses unless any Party shall otherwise designate its new address by written notice:

School

Attn: Kelly Reinsel
E-Mail: kreinsel@starkstate.edu
Phone: 330-966-5458 ext. 4112

AOH

Attn: Kelly Lilly, CNO
E-Mail: Kelly.lilly@aultman.com
CC: valerie.waldorff@aultman.com
Phone: 330-684-4711

- 5.9 **No Third-Party Beneficiaries.** This Agreement will inure exclusively to the benefit of and be binding upon the parties hereto and their respective successors, assigns, executors and legal representatives. Nothing in this Agreement, expressed or implied, is intended to confer on any person other than the parties hereto or their respective successors and assigns any rights, remedies, obligations or liabilities under or by reason of this Agreement.
- 5.10 **Headings.** The section headings and titles contained herein do not constitute substantive provisions of this Agreement and will not be used to construe or interpret the material contained in such sections.
- 5.11 **No Inducement of Referrals.** The parties acknowledge that this Agreement is in no way conditioned on either party, or any physicians or other healthcare professionals employed by or under contract with either party, making referrals to the other party or otherwise generating business for the other party.
- 5.12 **Debarment.** Each party represents and warrants that it is not currently listed by a federal agency as excluded, debarred, or otherwise ineligible for participation in a Federal Health Care program (as defined under 42 U.S.C. § 1320a-7b(f), and herein referred to as “**Federal Health Care Program**”). Each party shall immediately notify the other party in the event it, or any of its employees, contractors, or agents involved in the Program, is (i) convicted of a criminal offense related to healthcare,

or (ii) listed by a Federal agency as excluded, debarred, or otherwise ineligible for participation in any Federal Health Care Program. In the event either party (i) is excluded, debarred, suspended or declared ineligible to participate in any Federal Health Care Program; or (ii) is convicted of a criminal offense related to healthcare, this Agreement shall automatically terminate.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by duly authorized officers, to be effective as set forth herein

AULTMAN ORRVILLE HOSPITAL

Kelly Lilly, CNO

Kelly Lilly, CNO

5/17/2023

Date

STARK STATE COLLEGE

Lada Gibson-Shreve, PhD

Lada Gibson-Shreve

Provost and Chief Academic Officer

5/17/23

Date

Appendix A

The following programs will be represented under this agreement:

Associate Degree Nursing
Dietary Manager
Dietary Technician
Emergency Medical Technician
Health Information Management
Licensed Practical Nursing
License Practical Nursing to Registered Nurse
Medical Assisting
Medical Instrumentation Sterilization Technician
Medical Laboratory Technician
Occupational Therapy Assistant
Paramedic

Phlebotomy
Physical Therapy Assistant
Paramedic to Registered Nurse
Respiratory Care Technician
Surgical Assisting
Surgical Technician

EDUCATIONAL AFFILIATION AGREEMENT
[School Provides Supervision/Instruction]

This Educational Affiliation Agreement ("Agreement") is made effective March 1, 2023 (the "Effective Date") between Children's Hospital Medical Center of Akron dba Akron Children's Hospital, an Ohio non-profit corporation, located at One Perkins Square, Akron, Ohio 44308 ("Akron Children's") and Stark State College, located at 6200 Frank Ave NW, North Canton, OH 44720 ("School").

RECITALS

WHEREAS, Akron Children's operates a children's hospital that provides an array of health care services at various locations;

WHEREAS, School provides post-secondary education to students;

WHEREAS, School desires that its students ("Students") enroll in the Program(s) listed on Exhibit A (the "Programs") to gain experience in the pediatric healthcare setting (the "Educational Experience") and desires to retain Akron Children's to make that Educational Experience available to Students; and

WHEREAS, Akron Children's is willing to provide the Educational Experience for Students enrolled in the Program on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises of the parties, and for other good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

I. Educational Experience. Akron Children's will make available the Educational Experience to Students enrolled in the Program in accordance with the terms and conditions set forth in this Agreement.

II. Consideration. In consideration of the facilities and Educational Experience provided by Akron Children's hereunder, School shall pay to Akron Children's the amount specified on Exhibit A, per Student, payable within thirty (30) days of the Effective Date.

III. School Obligations.

A. School is solely responsible for funding and operating the Program.

B. School is responsible for establishing the Program curriculum, and for admitting and evaluating Students.

C. School is responsible for retaining and evaluating duly qualified and trained instructors for the Program ("Instructors"). Instructors' names and titles will be mutually agreed

D. School is responsible for providing a mutually agreed upon number of Instructors per Student. Students shall be under the supervision of an Instructor, at all times, while on the Akron Children's premises during the Educational Experience.

E. Except in the case of a Student who is currently employed by Akron Children's, School is responsible for ensuring that Students and Instructors wear Akron Children's-issued identification badges at all times while on the Akron Children's premises and return those badges to Akron Children's on completion of the Educational Experience. School is responsible for a Twenty Dollar (\$20.00) fee for each badge that is not returned, except in the case of a Student who is currently employed by Akron Children's.

F. School shall maintain at all times during the Term of the Agreement or any renewal thereof, comprehensive general liability coverage, covering acts or omissions of School, the Instructors, and its individual trustees, officers, directors, employees, and agents, arising under this Agreement. School may provide such liability insurance through a program of self-insurance in such amounts and under such terms as determined in the discretion of School, but in no event shall such insurance coverage be less than One Million Dollars (\$1,000,000.00) per incident and Three Million Dollars (\$3,000,000.00) annual aggregate. School shall provide a certificate of coverage upon request of Akron Children's.

G. School shall ensure that each Student and Instructor participating in an Educational Experience at Akron Children's maintains liability coverage covering acts or omissions of the Student in the course of their participation in the Educational Experience with limits of not less than One Million Dollars (\$1,000,000.00) per occurrence and Three Million Dollars (\$3,000,000.00) in the annual aggregate. School shall provide certificates of coverage upon request of Akron Children's.

H. School shall designate an individual (and provide name, title and contact information) who will serve as the liaison between the parties. This individual will meet at least annually with the Akron Children's designated liaison to discuss Educational Experiences and to provide projections of the number of Students School desires to assign to Akron Children's for Educational Experiences.

IV. Akron Children's Obligations.

A. Akron Children's will orient Students and Instructors to the assigned area and applicable Akron Children's policies and procedures, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA) training, safety training, and procedures for emergencies.

B. Akron Children's will provide space for Students and Instructors to store personal belongings while on the Akron Children's premises during an Educational Experience.

C. Akron Children's will retain full authority and responsibility for patient care and quality standards, and will maintain a level of care which meets generally accepted standards

conducive to satisfactory instruction. While in Akron Children's facilities, Students will have the status of trainees; are not to replace Akron Children's staff; and are not to render unsupervised patient care and/or services. All services rendered by Students shall have educational value and meet the goals of the Program.

V. Student Issues.

A. School will notify Akron Children's prior to the beginning of each Educational Experience of the number and names of the Students that School desires to obtain an Educational Experience for the semester. Akron Children's will then notify School which Educational Experiences Akron Children's can provide based on the availability of resources required to provide the Educational Experiences, which Akron Children's may determine in its sole discretion. Akron Children's and School will mutually agree upon the number of Student(s) to be assigned to Akron Children's for each Educational Experience. Each Educational Experience will take place for the number of weeks per semester/year and or dates agreed upon by the parties from time to time.

B. Except for Students who are currently employed by Akron Children's, School will provide appropriate evidence to Akron Children's that Students and Instructors participating in the Educational Experience satisfy Akron Children's infection control and wellness policies, including but not limited to the following:

1. Chicken pox - proof of 2 vaccines, IgG titer or history of disease (can be verbal history);
2. MMR- age immune if born before 1957; if born after 1/1/1957, shall have proof of 2 measles and mumps, 1 rubella or a positive titer;
3. Hepatitis B Vaccine series/blood titers demonstrating immunity or declination statement;
4. TB testing - 2 step, chest-x-ray, IGRA blood test, QuantiFERON Gold or T-spot;
5. Tdap (tetanus, diphtheria, pertussis) or Tetanus/Diphtheria (within 10 years);
6. Yearly flu vaccine;
7. Urine 10-panel drug screen; and
8. Novel coronavirus (COVID-19) vaccine.

School shall also provide to Akron Children's an attestation or evidence of compliance with the foregoing at least two (2) weeks prior to the commencement of the Educational Experience, excluding Students who are currently employed by Akron Children's. For purposes of this Section V.B, a Student is fully vaccinated against the novel coronavirus once at least fourteen (14) days have passed since the Student received their second dose of the Moderna or Pfizer-BioNTech/COMIRNATY vaccine or the single dose Janssen (Johnson & Johnson) vaccine.

C. Except Students who are currently employed by Akron Children's, School will ensure that Students and Instructors participating in the Educational Experience have not been convicted of a disqualifying conviction as defined by §2151.86(A)(I) of the Ohio Revised Code. School is responsible for submitting Student and Instructor fingerprints to the Bureau of Criminal

Identification and/or the Federal Bureau of Investigation for evaluation prior to the start of the

Educational Experience. School shall provide an attestation or evidence of compliance with the foregoing at least two (2) weeks prior to the commencement of the Educational Experience except in the case of a Student who is currently employed by Akron Children's.

D. School will ensure that each Student and Instructor participating in an Educational Experience at Akron Children's have not been debarred, excluded, suspended, or otherwise determined to be ineligible to participate in federal health care programs ("Debarment" or "Debarred"). In the event that any Student or Instructor either (1) becomes Debarred, or (2) receives notice of action or threat with respect to its Debarment during the terms of this Agreement, School agrees to notify Akron Children's immediately.

E. Akron Children's and School will mutually investigate and resolve concerns regarding Student conduct.

F. Akron Children's will provide or arrange for emergency medical care to an acutely ill or injured Student or Instructor as deemed necessary by the Akron Children's supervisor on the assigned area. The Student or Instructor is responsible for any and all costs associated with such medical care.

G. The Akron Children's designated liaison will report any concerns about a Student's or Instructor's performance, progress, or adherence to Akron Children's policies to the School designated liaison. Notwithstanding the foregoing, Akron Children's reserves the right to require the immediate removal of any Student or Instructor who poses a risk of harm to patients or employees, or who fails to follow Akron Children's policies or procedures, as determined solely by Akron Children's. Akron Children's may refuse to permit any Student or Instructor to participate in the Educational Experience at Akron Children's for cause, which includes Akron Children's prior negative experience with such Student or Instructor in their capacity as a student, instructor, employee, or contractor.

VI. Term and Termination. This Agreement is effective for five (5) years from the Effective Date unless earlier terminated by either party upon thirty (30) days prior written notice. However, Students assigned to an Educational Experience on the date that such notice is given shall be allowed to complete their current Educational Experience, subject to Section V (G).

VII. Confidentiality. School acknowledges that, by virtue of entering into this Agreement, School's Students, Faculty, and Instructors may have access to patient protected health information and certain confidential information of Akron Children's. School agrees that it, and its Students, Faculty, and Instructors, will not at any time, either during or subsequent to the term of this Agreement, disclose to others, use, copy or permit to be copied, without Akron Children's express prior written consent, any patient protected health information or confidential information of Akron Children's. School shall ensure that its Students, Faculty, and Instructors comply with Akron Children's privacy policies and procedures and all applicable state and federal privacy laws, rules and regulations, including, without limitation, HIPAA. School shall ensure that Akron Children's confidential information will not be downloaded, stored, transported, or kept on a Student, Faculty, Instructor or other School employee's laptop or any other mobile device or storage media, including, but not limited to, USBs, external hard drives, "thumb drives" or "jump

drives," DVDs or CDs, unless such information is encrypted using industry standard encryption technologies. School shall further ensure that all communications with Akron Children's via electronic communication use only a School-issued email address and account and all confidential information within such electronic communications shall be encrypted using industry standard encryption technologies. School acknowledges and agrees that money damages will not adequately compensate Akron Children's for a breach of School's confidentiality obligations, and in the event of such a breach, Akron Children's shall have the right to injunctive relief, without having to post bond, in addition to all other remedies available to it in law or equity. The provisions of this Section shall survive termination of this Agreement. Further, it is understood by the Parties that School is a technical college, created pursuant to R.C. Chapter 3357, and is subject to the Ohio Public Records Act, O.R.C. 149.43 *et seq.*, and that any record kept by School that is deemed a public record is subject to release if a proper request is made.

VIII. FERPA. Akron Children's acknowledges that School is subject to the Family Educational Rights and Privacy Act ("FERPA") and that personally identifiable health information of a Student disclosed by School to Akron Children's is (1) confidential and subject to FERPA; (2) not to be re-disclosed without the prior written consent of the Student or as required by law; and (3) to be viewed only by individuals who have a legitimate need to view the information to verify or audit the qualifications of a Student who seeks to participate in an Educational Experience at Akron Children's.

IX. Miscellaneous.

A. Responsibility for Acts and Omissions. Each party shall be responsible for the acts and omissions of its employees and agents arising hereunder. To the extent permitted by law, including, but not limited to, Ohio Revised Code Chapter 2743, School shall be responsible for any and all claims, actions, damages, and expenses awarded by a court of competent jurisdiction, for the negligent acts and omissions of its officers and employees engaged in the scope of their employment and arising under this Agreement. The parties agree that nothing in this provision shall be construed as a waiver of the sovereign immunity of School beyond the waiver provided in Ohio Revised Code Section 2743.02. In no event shall either party be liable to the other party for indirect, consequential, incidental, special, or punitive damages, or lost profits.

B. Compliance with Law. Each party agrees to act in compliance with all laws and regulations which relate to its performance of this Agreement. Each party agrees to timely notify the other in the event that it has violated any such statutory or regulatory requirements, and the nature of such violation, to enable the other party to take prompt corrective action. Each party agrees that the other shall have the right to automatically terminate this Agreement in the event that the other party fails to comply with this provision.

C. Compliance with Policies and Procedures. In addition to its agreement to comply with Akron Children's policies and procedures elsewhere in this Agreement, School will comply with, and cause the Students and Instructors to comply with, all other applicable policies, procedures, processes, codes, rules, standards, and guidelines that Akron Children's may establish from time to time, including any third party policies and procedures that Akron Children's is required to comply with, in each case to the extent relevant to the Educational Experience.

D. Independent Contractor Status. None of the provisions of this Agreement are intended to create (nor shall be deemed or construed to create) any relationship between the parties other than that of independent entities contracting with one another solely for the purposes of effecting the provisions of this Agreement. Neither of the parties hereto, nor any of their respective officers, directors, employees or agents, shall have authority to bind the other or shall be deemed or construed to be the agent, employee or representative of the other except as may be specifically provided herein. Neither party, nor any employees or agents thereof, shall have any claim under this Agreement or otherwise against the other party for social security benefits, workman's compensation, disability benefits, unemployment insurance, vacation, sick pay or any other employee benefits of any kind.

E. Assignment. No assignment of this Agreement or the rights and obligations hereunder shall be valid without the specific written consent of both parties hereto, except that either party may assign this Agreement to its affiliate.

F. Notice. Any notice, demand or communication required, permitted, or desired to be given under this Agreement shall be deemed effectively given when hand delivered or mailed by certified mail, return receipt requested, addressed as follows:

if to Akron Children's:

Akron Children's Hospital
One Perkins Square
Akron, OH 44308
Attn: Chief Operating Officer

Copy To:

Chief Legal Officer Akron
Children's Hospital One
Perkins Square Akron, OH
44308

if to School:

Stark State College
Health and Public Services
6200 Frank Ave NW North
Canton, OH 44720 Attn:
Kelly Reinsel
kreinsel@starkstate.edu

Either party may change its address by giving written notice in accordance with the provisions of this subparagraph.

G. Entire Agreement. This Agreement constitutes the entire Agreement of the parties with respect to the subject matter hereof, and all prior and contemporaneous

understandings, agreements and representations, whether oral or written, with respect to such

matters are superseded. This Agreement may not be amended, modified, waived or discharged except by an instrument in writing signed by the parties hereto.

H. Binding Effect. This Agreement shall be binding upon the parties hereto and their respective heirs, executors, administrators, successors and permitted assigns.

I. Non-Exclusivity. This Agreement shall not be construed to be an exclusive agreement, nor shall it be construed to limit the right of either party to affiliate or contract with any other person or entity on either a limited or general basis for services substantially similar to those identified in this Agreement, while this Agreement is in effect.

J. Non-Discrimination. Acceptance of this Agreement is evidence of each party's intent to comply with Title VI-VII of the 1964 Civil Rights Act, Section 504 of the Rehabilitation Act and all similar laws which prohibit discrimination because of race, color, national origin, disability, age, sex, religion, and political affiliation in any fact of a party's operation except where such discrimination is a bona fide, documented business necessity.

K. Use of a Party's Name. Neither party will use the name, logo or trademark of the other party in any form of publicity or promotional or advertising material, or in any communications with the media without the other's prior written consent to the specific contemplated use.

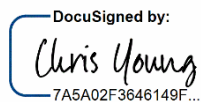
L. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Ohio, without regards to the conflict of law provisions thereof.

M. Force Majeure. Neither party shall be liable to the other party for any failure or delay in performance of its respective obligations (other than a payment obligation) under this Agreement arising out of or caused, directly or indirectly, by circumstances beyond its reasonable control, including, without limitation, acts of God, earthquakes, fires, floods, war, civil or military disturbances, riots, acts or threats of terrorism, sabotage, strikes, labor disputes, plagues, epidemics, pandemics, outbreaks of disease, or any other public health crisis or emergency, including quarantine, lockdown, or other employee restrictions, or any other event or cause, whether similar or dissimilar to any of the foregoing and whether such event or cause existed on and continued after the Effective Date or arose after the Effective Date (each of the foregoing, a "Force Majeure Event"); provided, however, that in the event of such a failure or delay, the affected party or parties shall use its or their reasonable efforts to ameliorate the effects of any such failure or delay, provided further, however, that School (i) acknowledges and agrees that Akron Children's has the right, in its sole discretion, to allocate its resources for educational experiences, clinical experiences, or similar experiences among all schools and (ii) agrees to comply with, and cause the Students and Instructors to comply with, any policies, procedures, restrictions, or guidelines, Akron Children's may implement in response to such Force Majeure Events.

[Signature Page Follows]

The Parties hereto have executed this Educational Affiliation Agreement to be effective on the date set forth above.

**Children's Hospital
Medical Center of Akron**

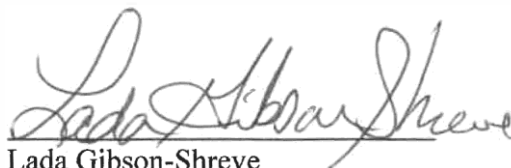
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7A5A02F3646149F...

**Christine Young
Chief Nursing Officer**

7/20/2023 | 08:59:51 EDT

Date: _____

Stark State College



**Lada Gibson-Shreve
Provost and Chief Academic Officer**

Date: _____

AFFILIATION AGREEMENT
between
OHIO DEPARTMENT OF MENTAL HEALTH AND ADDICTION SERVICES

Heartland Behavioral Healthcare
and
Stark State College

I. PURPOSE

This agreement ("Agreement") between Stark State College, 6200 Frank Ave NW, North Canton, OH 44720, hereinafter referred to as "School," and Ohio Department of Mental Health and Addiction Services, (Heartland Behavioral Healthcare), 3000 Erie St. S., Massillon, OH 44646, hereinafter referred to as "Facility," is entered into for the mutual benefit of each.

WITNESSETH

WHEREAS, School has established Stark State College/Department of Nursing ("Program"), and students of said Program require clinical experience and the use of professional facilities for students of said Program;

WHEREAS, School has developed its Program to include a number of community facilities as part of its applied practical and clinical campus, and wishes to include Facility among that group, and Facility has the resources and the desire to furnish applied experiences;

WHEREAS, School will have its Program faculty and students placed at Facility in situations where such faculty and students will encounter confidential, individually identifiable protected health information ("PHI") in conjunction with the students' training experience;

WHEREAS, such information may only be used or disclosed in accordance with privacy and security regulations [45 C.F.R. Parts 160 and 164] issued pursuant to the Health Insurance Portability and Accountability Act (HIPAA) [42 U.S.C. §§ 1320d – 1320d-8] as it has been amended, and the terms of this Agreement, or more stringent provisions of federal law and the law of the State of Ohio; and

WHEREAS, it is to the mutual benefit of the parties that the students of the Program use the Facility for clinical educational experiences;

NOW, THEREFORE, the parties, in consideration of the commitments set forth herein, mutually agree as follows:

II. MUTUAL AGREEMENTS

1. This Agreement shall be effective from January 1, 2024 and shall terminate on January 31, 2026.

2. This Agreement may be renewed by mutual agreement for successive two-year terms.
3. Either party may terminate this Agreement upon written notice which is mailed to the other party not less than 30 days prior to the effective date of such termination; provided, however, that the students then receiving applied educational Program time in Facility shall be given the opportunity to complete the current instructional period, unless any such student's participation is terminated pursuant to section V.1 or suspended pursuant to section V.2. Either party may terminate or modify this Agreement immediately, upon written notice, during a government declared state of emergency.
4. This Agreement may not be modified except in a writing signed by authorized representatives of the parties.
5. This Agreement voids any and all previous written agreements on this subject between School and Facility.
6. This Agreement constitute the entire understanding between the parties with respect to the matter contained herein. There are no promises, covenants, or undertakings contained in any other writing or oral communication. In the event of any conflict between or among the documents comprising this Agreement, the later or latest shall prevail.
7. This Agreement does not create any monetary obligation on the part of either party to the other party. More specifically, no payment will be made for any service performed incidental to this Agreement nor is there an expectation of compensation on behalf of the student.
8. It is the policy of both the School and the Facility, in the performance of this Agreement that neither will discriminate against any employee or student connected with either the Program or Facility because of race, religion, color, gender, gender identity or expression, sexual orientation, national origin, disability, age, genetic information, status as a parent during pregnancy and immediately after the birth of a child, status as a parent of a young child, status as a foster parent, or military status ("protected status").
9. This Agreement shall be governed by, construed and enforced in accordance with the law of the State of Ohio, without regard to choice of law provisions, and only Ohio courts shall have jurisdiction over any action or proceeding concerning this Agreement and performance thereunder. The parties shall comply with all laws and regulations governing the terms of this Agreement and the implementation thereof, including but not limited to the Anti-Kickback Statute and the Stark Law. The parties further agree that none of the obligations exchanged hereunder are intended to induce or otherwise impact referral relationships between the parties and are not based on the volume or value of any referrals between the parties.

10. Each party shall fully and supportively cooperate with each other in every manner possible to allow this to be a productive experience for the students, Program, School, and Facility.
11. In no event shall either party be liable to the other party for indirect, consequential, incidental, special, or punitive damages, or lost profits. Each party agrees to be responsible for any personal injury or property damage caused solely by its negligent acts or omissions as determined by a court of competent jurisdiction, or as the parties may otherwise mutually agree.
12. Neither party may assign any of its rights nor delegate any of its duties and responsibilities under this Agreement without prior written consent of the other party. Any assignment or delegation not consented to may be deemed void.
13. Any notices required or permitted to be sent hereunder shall be in writing and shall be sent, Certified or Registered Mail, Return Receipt Requested, or by a recognized international courier. For School, all such notices shall be provided to the attention of the Nursing Department Chair at the address first listed above, and a copy shall be delivered via the same method to the Dean of Health and Public Services. For Facility, notices shall be sent to the address set forth herein to the attention of the Chief Executive Officer. Notices shall be effective upon the date when delivery is either effected or refused.
14. A waiver of a breach or default under this Agreement shall not be a waiver of any subsequent default. Failure of either party to enforce compliance with any term or condition of the Agreement shall not constitute a waiver of such term or condition.
15. In the event any part of this Agreement is adjudged null and void or is determined by a court of law or agreement of the parties to violate applicable law or regulation, the remainder of the agreement shall continue in full force and effect unless the exclusion of such provision renders the remaining agreement unenforceable.

III. SCHOOL AGREES AS FOLLOWS:

1. School shall plan, develop, implement, and assume responsibility for all applied practical and clinical instruction and evaluation of students in Facility at all times. School shall retain ultimate responsibility for students' grades, evaluations, and discipline.
2. Andrea Price, Department Chair, shall serve as the School's designated contact person for questions, issues and notices relating to this Agreement.
3. School shall provide Facility, for its approval, a projected annual announcement or description of the Program, curriculum and objectives to be achieved at Facility, and the academic calendar of the School.
4. Faculty shall go through proper channels as indicated by Facility to make plans for student assignments for practical and clinical experiences.

5. School shall provide and maintain the records and reports necessary for conducting students' applied practical and clinical experiences.
6. School shall require each student participating in the clinical experience at Facility to have:
 - a. received appropriate instruction;
 - b. satisfactorily completed the prerequisite courses;
 - c. met health and safety requirements specified in Facility policy, including passage of a Facility approved Tuberculosis screening;
 - d. received immunization against both influenza and COVID-19 in accordance with Facility policy;
 - e. received immunization against any other disease specified in Facility policy and in accordance with that policy;
 - f. completed a background check, if appropriate; and
 - g. documentation which proves compliance with the standards set forth above.
7. School shall provide and maintain comprehensive general liability insurance in the amount of \$1,000,000 per occurrence, \$3,000,000 aggregate. In addition, School shall maintain professional liability insurance that covers the School, all students, and faculty and instructors at the School. The blanket professional liability insurance policy will be in the amount of not less than \$1,000,000 per claim/\$3,000,000 aggregate. The School shall provide a certificate of insurance, or evidence of adequate self-insurance, at the request of Facility.
8. School shall ensure faculty and students have received general HIPAA training and agree to adhere to Facility's HIPAA and related policies and procedures in conjunction with students' applied practical or clinical experience in Facility. Students will be required to sign a Facility Workforce Member Agreement, pledging compliance with Facility HIPAA policies and procedures. PHI created or received from or on behalf of Facility is and shall remain the property of Facility. School agrees that faculty and students acquire no title in or rights to PHI, including any de-identified information.
9. School shall immediately report to Facility any unauthorized uses or disclosures of PHI by faculty or students of which School becomes aware, and shall take all reasonable steps to mitigate the potentially harmful effects of such disclosure.
10. School shall ensure students and faculty assigned to Facility are advised of the necessity of adequate hospitalization, health and/or accident insurance, and that students and faculty assume financial responsibility for personal illness.
11. All faculty and students shall conform to standards of appropriate professional conduct as established by Facility and Programs. This applies in particular to standards for confidentiality, professional ethics, appropriate professional relationships with the population served, and appropriate professional relationships with Facility and Program staff.

12. All faculty and students shall observe and comply with Facility's policies and procedures pertaining to the safety, treatment and management of the population served.
13. School reserves the right to withdraw any and all students from the Facility and the clinical experience at any point during the semester.
14. If applicable, School is responsible to review and comply with all relevant provisions of Ohio Revised Code Sections 102.01 to 102.09. In addition, School certifies that it will abide by Ohio's ethics laws as codified in Ohio Revised Code Chapters 102 and 2921, as interpreted by the courts of the State and by the opinions of the Ohio Ethics Commission.
15. All faculty and students shall comply with all applicable state and federal laws regarding smoke-free and drug-free workplaces. School agrees to require that all its employees and agents, while on state property, will not purchase, transfer, use, possess or be under the influence of illegal drugs or alcohol or abuse prescription drugs in any way.
16. School will comply with applicable federal, state and local laws applicable to School's performance under this Agreement.

IV. THE FACILITY AGREES AS FOLLOWS:

1. Facility shall provide a suitable applied practical or clinical learning environment consistent with the Program's curriculum and objectives. Namely, Facility will provide, to the fullest extent possible, suitable classroom space and facilities, equipment and supplies needed for applied practical or clinical instruction at Facility.
2. Deb Tacchio, Nurse Executive, shall serve as the Facility's designated contact person for questions, issues and notices relating to this Agreement.
3. Facility shall provide School a copy of Facility's current Notice of Privacy Practices and of all applicable policies and procedures, including those relevant to the confidentiality and safeguarding of PHI. Facility shall train faculty and students on such policies and procedures prior to their placement in the Facility. Faculty and students shall sign a Workforce Member Agreement designated by the Facility prior to their placement in the Facility.
4. Facility shall provide opportunity for faculty to keep up to date with Facility policies and procedures by attending appropriate meetings and receiving information regarding changes.
5. Facility shall assume full and final responsibility for the care of patients. Students will not replace Facility staff nor give service to patients, apart from its educational value.
6. Facility shall make available to students any emergency services available to Facility in case of illness or accident. Any student receiving emergency services shall be financially responsible for such services.

7. Upon reasonable request, Facility shall permit the inspection of Facility and students' records by faculty, School administrators and agencies responsible for the Program's accreditation.
8. Facility understands that it may generate or otherwise be in possession of confidential educational records regarding the School's students, and that these records are protected by federal law including, inter alia, the Family Education and Privacy Rights Act (FERPA), 20 U.S.C. § 1232g. Facility further understands that it may not share or disclose these educational records with any party other than the School unless Facility has received written consent from the student or as otherwise permitted by law.
9. Facility shall maintain all certifications, accreditations and/or licenses appropriate for business.
10. Facility agrees that preceptor working with School's students shall meet the criteria prescribed by the Ohio Board of Nursing.
11. Facility will provide reasonable accommodations to students who provide proper documentation, medical or otherwise, indicating the need for an accommodation.

V. FACILITY SHALL HAVE THE FOLLOWING PRIVILEGES:

1. Facility may refuse educational access to clinical areas to faculty and students who do not meet Facility standards and policies for health, safety, and ethical behavior. Any non-compliance by faculty or students with applicable Facility policies and procedures, or privacy regulations, shall be a breach of this Agreement. School agrees that Facility has the right to immediately terminate a faculty member's or student's participation in the clinical educational experience at the Facility if Facility determines that faculty member or student violated a material term of Facility's policies and procedures. Facility will provide School notice of any such termination in a timely manner.
2. Facility may restrict access to faculty and students who evidence symptoms of communicable infections until such time as the symptoms abate or the individual is determined by Facility not to be infectious. Facility may restrict access to faculty and students during the time of a government declared state of emergency.
3. Notwithstanding any rights or remedies under this Agreement or provided by law, Facility retains all rights to seek injunctive relief to prevent or stop the unauthorized use or disclosure of PHI by faculty or students.
4. Resolving any problem or situation in favor of patients' welfare and restricting the student involved to an observer role until the incident can be clarified by Facility designee, Facility CEO and Program faculty.

Ohio Department of Mental Health and Stark State College
Addiction Services
Heartland Behavioral Healthcare

Andrea M. Bucci
Andrea Bucci
Chief Executive Officer

2/14/24
Date

Lada Gibson-Shreve, Ph.D.
Lada Gibson-Shreve, Ph.D.
Provost and Chief Academic Officer

2/8/24
Date

Deborah Tacchio RNE
Deborah Tacchio
Nurse Executive

2/14/24
Date

Andrea S. Price
Andrea S. Price, DNP, RN
Department Chair, Program Coordinator

2/7/24
Date

**AFFILIATION AGREEMENT
BETWEEN
STARK STATE COLLEGE
AND
SUMMA HEALTH**

This Affiliation Agreement (this “Agreement”) is made and entered into by and between STARK STATE COLLEGE, hereinafter referred to as “UNIVERSITY”, and SUMMA HEALTH and its subsidiaries and affiliates, hereinafter collectively referred to as “FACILITY”.

RECITALS

The parties acknowledge that it would be to their mutual benefit and to the benefit of the community which they serve to join in mutual cooperation in order to promote and develop the highest possible standards in healthcare now and in the future, to develop excellence in education and research, and to provide maximum utilization of community resources.

The parties further acknowledge that one way this objective can be accomplished is to develop the Programs for UNIVERSITY students listed in Exhibit A, attached hereto and made a part hereof (each a “PROGRAM” and collectively the “PROGRAMS”) to obtain relevant and practical experience in a healthcare setting.

Now, therefore, in order to accomplish this objective, the parties agree as follows

I. Definitions

- A. “Instructor” shall mean UNIVERSITY representative responsible for instructing students in the PROGRAMS.
- B. “FACILITY Coordinator” shall mean FACILITY representative responsible for coordinating implementation of the PROGRAMS at FACILITY.
- C. “FACILITY Director” shall mean FACILITY representative who is administratively responsible for FACILITY department in which the PROGRAMS are implemented.
- D. “Preceptor” shall mean FACILITY representative responsible for instructing students in the PROGRAMS.
- E. “PROGRAM Coordinator” shall mean UNIVERSITY representative responsible for coordinating implementation of the PROGRAMS at FACILITY.
- F. “PROGRAM Director” shall mean UNIVERSITY representative responsible for the PROGRAMS.

II. Obligations of the Parties

- A. UNIVERSITY shall provide students for participation in the PROGRAMS at FACILITY in such numbers and at such times as mutually agreed upon between the parties. The number of students to be undertaken pursuant to this Agreement may be changed from time to time upon mutual written consent of the parties.
- B. Neither of the parties will ever discriminate against any student or other participant in the PROGRAMS because of race, religion, sex, creed, age, national origin, ancestry, gender identity or disability during the term of the Agreement.
- C. The parties shall comply with all relevant accreditation policies established by applicable regulatory bodies. UNIVERSITY also agrees to advise its students in the PROGRAMS to perform all services in accordance with all FACILITY policies and procedures, including but not limited to FACILITY'S compliance policies and procedures. UNIVERSITY further agrees to advise its students to in the PROGRAMS to abide by FACILITY'S written code of conduct.
- D. The educational experience sessions shall conform to the PROGRAM requirements established by UNIVERSITY, and shall be conducted at FACILITY. The number of holidays and vacation days shall conform to UNIVERSITY'S calendar.
- E. Upon FACILITY'S request for copies of any necessary personnel records or reports of UNIVERSITY students receiving skills training in connection with this Agreement, UNIVERSITY shall obtain each student's permission for the release of such information prior to providing such records or reports to FACILITY.
- F. FACILITY shall provide an orientation to FACILITY for the students at the beginning of each new group's training period.
- G. FACILITY will use reasonable efforts to assure that each student has an opportunity to participate in as great a variety of educational experiences as can be provided by FACILITY. While students should be encouraged to observe as many experiences as possible, Preceptors and/or Instructors shall assign only those tasks for students to perform for which such students have had prior training at UNIVERSITY in accordance with the PROGRAM curriculum. In no event may students perform such tasks as relief for regularly scheduled FACILITY personnel and all tasks performed by participating students must be structured learning experiences.
- H. The parties of this Agreement shall advise each other of anticipated changes in institutional policies and procedures that affect the PROGRAMS within a reasonable time prior to the effective date of such changes. If at any time during the term of this Agreement either party determines that it is unable to continue to provide the services intended hereunder, it shall immediately notify the other party.

- I. FACILITY shall retain responsibility for all aspects of treatment and care of patients and supervision of the students. FACILITY shall provide a FACILITY Coordinator and a FACILITY Director to implement the PROGRAMS at FACILITY. FACILITY shall provide a Preceptor for clinical instruction at FACILITY, as necessary for the PROGRAMS and as agreed upon by UNIVERSITY.
- J. As applicable to all nursing programs, UNIVERSITY and FACILITY shall agree on the terms of the use of Preceptors for the use of any precepted learning experiences, as necessary. UNIVERSITY is responsible for ensuring that the identified Preceptor or supervisor meets the minimal qualifications as prescribed in the Ohio Board of Nursing Rules on clinical supervision of students. FACILITY shall ensure that all nursing Preceptors satisfy all of the requirements set forth by the Ohio Board of Nursing and any additional requirements agreed to by UNIVERSITY and FACILITY, which shall be set forth in writing.
- K. UNIVERSITY assumes full responsibility for the educational and administrative phases of the PROGRAMS. UNIVERSITY will keep FACILITY informed of the level of preparation and types of experiences each student has received outside FACILITY. UNIVERSITY shall provide a PROGRAM Coordinator, a PROGRAM Director, and Instructors, in addition to all other necessary educational staff. PROGRAM Director, PROGRAM Coordinator, Instructors and all educational staff shall have a current Ohio license, registration, or certification, as applicable and required under Ohio law and relevant regulations. UNIVERSITY agrees that if students are assigned to a Preceptor, UNIVERSITY will ensure that the course clinical objectives are communicated to the student and Preceptor.
- L. Instructor shall develop the objectives for each student's assignment and provide the students with performance expectations for the PROGRAM. UNIVERSITY and FACILITY shall agree on evaluation procedures and forms.
- M. FACILITY shall make emergency health services available to students for an injury or sudden illness occurring during the PROGRAM and while student is at FACILITY, subject to the limitations and/or cost for similar services provided. All medical costs for treatment are the responsibility of the student.
- N. UNIVERSITY shall ensure that students participating in the PROGRAMS and Instructors providing instruction to students on FACILITY property have immunizations in compliance with FACILITY's Immunization Requirement Policy. Notwithstanding anything to the contrary herein, FACILITY reserves the right to amend FACILITY's Immunization Requirement Policy and therefore the immunization requirements set forth in this Section at any time and such revised requirements shall be effective upon written notice to UNIVERSITY, without the need for an amendment to this Agreement. If there are student(s) participating in the PROGRAMS when revised immunization requirements are implemented, such

students will be required to comply with the revised immunization requirements to continue in the PROGRAMS.

As of the date of this Agreement, the list of required immunizations for personnel providing services at FACILITY is as follows (list subject to change by FACILITY):

- Initial screening of either a two-step TB Skin Test (TST) or an IGRA (QuantiFeron or T Spot) and then screening/testing by UNIVERSITY after a known exposure to TB
- MMR vaccination/titer
- Varicella immunity screening/vaccination/titer
- COVID-19 vaccination – completion of initial series
- Hepatitis B vaccination or proof of antibody, if required
- Evidence of Tdap (Tetanus, Diphtheria and Pertussis) booster within 10 years, if required
- Influenza vaccination annually--must be vaccinated to be in any FACILITY Building during flu season; the beginning and end of flu season will be determined in the sole discretion of FACILITY'S Director of Infection Control.

Upon the request of FACILITY and upon UNIVERSITY obtaining the necessary permission from each student participating in the PROGRAMS, UNIVERSITY shall submit the student's current health records and immunization records to FACILITY. FACILITY may refuse to admit any student to the PROGRAMS who does not submit health and immunization records or whose records do not indicate compliance with FACILITY'S health policies and requirements.

- O. By virtue of this Agreement, UNIVERSITY assures FACILITY with respect to each of its students assigned to FACILITY that UNIVERSITY knows of no communicable disease or other physical or mental illness or condition of the students which could be detrimental to the welfare or interfere with any of FACILITY'S employees or patients.
- P. FACILITY understands that information received from UNIVERSITY regarding students participating in the PROGRAM is subject to the provisions of the Family Educational Rights and Privacy Act ("FERPA"), and FACILITY agrees to use such information only for the purpose for which it was disclosed and not to make it available to any third party without first obtaining the student's consent. Health records will be destroyed following the completion of the student's experience.
- Q. UNIVERSITY'S faculty and students participating in the PROGRAMS shall be expected to and held responsible to be insured in a Professional and/or General Liability Insurance program with minimum limits of \$1,000,000 per person per incident and \$3,000,000 aggregate per year, as specified by FACILITY. The liability insurance carried by or for students shall: (i) be with an insurance carrier with a rating of A- or better; (ii) name Summa Health and its subsidiaries and affiliates as

additional insured parties; and (iii) provide for continuous coverage for all events during student's assignment at FACILITY. If the professional liability insurance carried by or for students is a "claims made" policy, UNIVERSITY shall verify that a "tail" policy is purchased covering the student for the affiliation period. Proof of such insurance shall be provided to FACILITY prior to a student's first day at FACILITY. UNIVERSITY shall notify each student that participation in the PROGRAMS may be denied if such a policy is not purchased.

- R. FACILITY may refuse to accept any student for the PROGRAMS for any reason that FACILITY may, at its sole discretion, determine adequate. Such refusal shall be submitted in writing to the relevant PROGRAM Coordinator as soon as reasonably possible. Participation by PROGRAM students at FACILITY is at the sufferance of FACILITY and acceptance of such students for participation in the PROGRAMS may be revoked at any time, either orally or in writing, by any authorized FACILITY representative. In the event of such revocation, the student shall immediately leave FACILITY'S premises and shall thereafter have no rights or recourse against FACILITY, its employees or agents, as a result of that decision.
- S. UNIVERSITY may remove a student and/or faculty from FACILITY at any time if the PROGRAM Coordinator and Instructor determine such removal to be appropriate.
- T. The students may have access to the records of patients for the purpose of meeting specific course requirements. UNIVERSITY shall ensure that confidentiality of FACILITY'S records is strictly observed by its students and faculty. FACILITY may terminate this Agreement immediately for failure of UNIVERSITY'S students and/or faculty to maintain confidentiality. UNIVERSITY'S students that receive protected health information, as such term is defined in 45 C.F.R. 164.501 ("PHI"), from FACILITY, shall sign FACILITY'S HIPAA Confidentiality Agreement, which specifies such individual's duty to protect against the release of such PHI. Solely for the purpose of HIPAA requirements that relate to the use and disclosure of FACILITY PHI, students are defined as members of FACILITY'S workforce as that term is defined by 45 CFR 160.103, for activities conducted pursuant to this Agreement. Students participating in the PROGRAMS are not employees or agents of FACILITY.
- U. UNIVERSITY shall ensure that all students conform to the standards and policies of FACILITY. While at FACILITY, student attire shall be determined by mutual agreement of UNIVERSITY and FACILITY and shall conform to FACILITY policy. Identifying name tags provided to the student shall be worn at all times. The PROGRAM Coordinator shall advise students of their responsibility under this Agreement and shall be responsible for discipline of students willfully violating the standards and policies of FACILITY.
- V. Each of the parties shall at all times retain its own autonomy as a separate institution. UNIVERSITY shall perform the services and duties required of UNIVERSITY

through its employees hereunder as an independent contractor and not as an employee, agent, partner or joint venturer with FACILITY. UNIVERSITY shall make the students aware that the relationship created hereby between the students and FACILITY is one of student and instructor only and in no way creates an employee-employer relationship. FACILITY shall have no obligation to provide Worker's Compensation or any other form of insurance to students or faculty.

- W. If a dispute arises between the parties as to any matter relating to this Agreement or to the PROGRAMS in general, except as to those items which have been indicated to be within the sole discretion of one party or the other, such dispute shall be resolved using the following chain of negotiations:
 - 1. Instructor and Preceptor shall attempt to resolve the dispute;
 - 2. If no resolution can be made at Level 1, PROGRAM Coordinator and FACILITY Coordinator shall attempt to resolve the dispute;
 - 3. If no resolution can be made at Level 2, PROGRAM Director and FACILITY Director shall attempt to resolve the dispute;
 - 4. If no resolution can be made at Level 3, either party may terminate this Agreement in accordance with the termination provisions set forth herein.
- X. From time to time the parties shall meet and review the Agreement and the PROGRAMS contemplated herein with a view to possible modifications which may be necessary to accommodate the reasonable requirements of either of the parties or which may be to the mutual advantage of both parties. It being understood and agreed that the Agreement may not be amended without the prior written approval of the parties.
- Y. With the other party's prior written approval, each party may refer to this Agreement in brochures and public information materials regarding Education Programs.
- Z. UNIVERSITY shall conduct a criminal background check on each student enrolling in the PROGRAMS looking back seven (7) years. UNIVERSITY shall provide FACILITY with the results of the criminal background check for each student enrolling in the PROGRAMS, informing FACILITY whether the student has: (i) any felony conviction(s); and/or (ii) any convictions (felony or misdemeanor) for crimes related to drugs, violence, or theft. If a criminal background check reveals that a student has felony convictions or any convictions (felony or misdemeanor) for crimes related to drugs, violence, or theft, FACILITY'S Human Resources Department will review relevant information provided by UNIVERSITY and will issue a written determination to UNIVERSITY as to whether the student is to be excluded from participation in the PROGRAMS.

Upon request of FACILITY, UNIVERSITY shall submit the criminal background check to FACILITY. If UNIVERSITY fails to perform a criminal background

check on a student enrolling in the PROGRAMS, FACILITY may conduct the criminal background check at cost to the student.

III. Term

- A. This Agreement shall commence on June 21, 2023, and shall continue for a term of five (5) years therefrom, unless terminated or extended in accordance with the provisions set forth herein. This Agreement may be terminated by either party for any reason by written notice to the other party of at least thirty (30) days, or upon mutual agreement evidenced in writing. It is explicitly recognized that in the event of termination of this Agreement by either party through any of the occurrences outlined herein, neither party shall have any further obligation hereunder except for obligations accruing prior to the date of termination and for obligations, promises, or covenants contained herein which are expressly made to extend beyond the term of this Agreement. Students participating in the PROGRAMS shall be permitted to complete the PROGRAMS during which the effective date of termination occurs. All applicable provisions of this Agreement shall remain in force during the extension period.
- B. In the event that the operation of FACILITY or UNIVERSITY is interrupted because of any act or regulation of any public authority, civil tumult, strike, epidemic, natural disaster, interruption or delay or transportation of utility services, war conditions, emergencies or any cause beyond the control of FACILITY or UNIVERSITY, this Agreement may be suspended by the party so affected without prior notice during the period of such occurrence. The affected party shall not be liable for such suspension.

IV. Liability

UNIVERSITY, to the fullest extent permitted by Ohio law including, but not limited to, Ohio Revised Code Chapter 2743, shall be responsible for all claims, suits, judgments caused by the negligent acts, omissions of its officers or employees engaged in the scope of their duties or employment arising from the performance of such individuals under this Agreement. FACILITY will hold harmless and indemnify UNIVERSITY against all claims, demands, suits, judgments, expenses and costs of any kind, on account of the injury to or death of persons or loss of or damage to property arising in any manner out of the performance of this Agreement by FACILITY, its officers, employees, or agents except for such liability which is due to the negligence or intentional acts of UNIVERSITY, its officers, agents or employees.

V. Access to Books and Records

In the event that it is determined that section 952 of the Omnibus Reconciliation Act of 1980 (P.L. 964-99), and regulations adopted pursuant thereto, apply to this Agreement, UNIVERSITY agrees, for a period of four (4) years after performance to make available to

the Secretary of Health and Human Services or the Comptroller General of the United States, or any of their duly authorized representatives, upon written request therefore, this Agreement and their books, documents and records necessary to certify the nature and extent of the costs thereof.

VI. Assignment

This Agreement may not be assigned without the prior written consent of the other party. Notwithstanding the foregoing, FACILITY may assign this Agreement to any corporate successor of FACILITY or any corporation which is the sole corporate member of FACILITY, without consent of UNIVERSITY.

VII. Governing Law

This Agreement shall be enforced and interpreted in accordance with the laws of the State of Ohio.

VIII. Notice

Any notice required or permitted hereunder shall be sent by certified or registered mail, return receipt requested and shall be deemed given upon deposit thereof in the United States mail, postage prepaid, bearing the following addresses:

To UNIVERSITY:
Stark State College
6200 Frank Ave, NW
North Canton, OH 44270

To FACILITY:
Summa Health
Attn: Senior VP, Chief Human Resources Officer
1077 Gorge Boulevard
Akron, Ohio 44310

With a copy to:
Summa Health
Attn: Sr. Vice President & General Counsel
1077 Gorge Boulevard
Akron, Ohio 44310

IX. Non-Exclusivity

This Agreement is non-exclusive. The parties to this Agreement reserve the right to enter into similar Agreements with other institutions.

X. Third Party Beneficiary

The parties do not intend that individuals receiving services pursuant to this Agreement occupy the position of third party beneficiary to the Agreement.

XI. Entire Agreement

This Agreement constitutes the entire Agreement between the parties with regard to the subject matter contained herein, and supersedes and replaces any prior written or oral agreements with regard to the subject matter contained herein.

XII. Headings

The headings used in this Agreement are inserted for convenience of reference only and in no way limit or define the terms hereof.

XIII. Severability

If any provision of the Agreement is found to be void or illegal for any reason the remaining provisions of this Agreement shall continue in full force and effect for the full term of this Agreement.

XIV. Waiver

The failure or delay of either party to exercise any right, power or privilege under this Agreement shall not operate as a waiver of any such right, power or privilege.

XV. Debarment Certification

Each party hereby represents and warrants the following:

- A. that it has not been debarred, excluded, suspended or otherwise determined to be ineligible to participate in federal health care programs (collectively "Debarment" or "Debarred", as applicable); and
- B. that it shall not knowingly employ or contract with, with or without compensation, any individual or entity (singularly or collectively, "Agent") listed by a federal agency as Debarred. To comply with this provision, each party shall make reasonable inquiry into the status of any Agent contracted or arranged by it to fulfill the terms of this Agreement by reviewing, at a minimum, the Health and Human Services – Office of Inspector General Cumulative Sanctions Report (www.dhhs.gov/progorg/oig) and the General Services Administration List of Parties Excluded from Federal Procurement and Non-Procurement Programs (www.arnet.gov/eplis) which internet sites may be revised from time to time by the U.S. government.

In the event that either party and/or its Agent either (1) becomes Debarred or (2) receives notice of action or threat of action with respect to its Debarment during the term of this Agreement, each party agrees to notify the other immediately. In the event that either party or its Agency becomes Debarred as set forth above, this Agreement relative to such Debarred entity or individual's participation hereunder shall automatically terminate upon receipt of such notice without any further action or notice; and

Each party agrees to act in compliance with all laws and regulations (including, without limitation, Medicare and Medicaid program requirements as applicable) which relate to its performance of this Agreement. Each party agrees to notify the other in a timely manner in the event that it has violated any such statutory or regulatory requirements, and the nature of such violation, to enable non-violating party to take prompt corrective action. Each party agrees that the other shall have the right to automatically terminate this Agreement in the event that the other party fails to comply with this provision.

XVI. HIPAA Confidentiality

Furthermore, so long as required by law and not otherwise, UNIVERSITY does hereby assure FACILITY that UNIVERSITY will appropriately safeguard PHI made available to or obtained by UNIVERSITY. In implementation of such assurance and without limiting the obligations of UNIVERSITY otherwise set forth in this Agreement or imposed by applicable law, UNIVERSITY hereby agrees to comply with applicable requirements of law relating to PHI and with respect to any task or other activity UNIVERSITY performs on behalf of FACILITY, to the extent FACILITY would be required to comply with such requirements.

In amplification and not in limitation of the foregoing provisions of this Agreement including this Section of this Agreement, UNIVERSITY agrees that UNIVERSITY will:

- A. Not use or disclose such information other than as permitted or required to perform its obligations under this Agreement or as required by law;
- B. Not use or disclose the information in a manner that would violate the requirements of applicable law, if done by FACILITY;
- C. Use appropriate administrative, physical, and technical safeguards and comply with Subpart C of 45 C.F.R. Part 164 with respect to electronic PHI, to prevent use or disclosure of such information other than as provided for by this Agreement including, without limitation, appropriate training and discipline of UNIVERSITY'S workforce and restrictions on access to PHI;
- D. Report to FACILITY any use or disclosure of such information not provided for by this Agreement of which UNIVERSITY becomes aware including breaches of unsecured PHI as required by 45 C.F.R. § 164.40;
- E. In accordance with 45 C.F.R. §164.502(e)(1)(ii), ensure that any subcontractors or agents that create, receive, maintain, or transmit PHI on behalf of UNIVERSITY

- agree to the same restrictions and conditions that apply to UNIVERSITY with respect to such information;
- F. Make available PHI in accordance with 45 C.F.R. § 164.528;
- G. Make any amendment to PHI as directed by the HOSPITAL pursuant to 45 C.F.R. § 164.526;
- H. Make available the information required to provide an accounting of disclosures in accordance with 45 C.F.R. § 164.528;
- I. To the extent UNIVERSITY is to carry out FACILITY'S obligations under 45 C.F.R. Part 164 Subpart E, comply with the requirements of Subpart E that apply to FACILITY in the performance of such obligation;
- J. Make UNIVERSITY'S internal practices, books, and records relating to the use and disclosure of PHI received from FACILITY available to the Secretary of the United States Health and Human Services for purposes of determining FACILITY'S compliance with applicable law (in all events, UNIVERSITY shall immediately notify FACILITY upon receipt by UNIVERSITY of any such request, and shall provide FACILITY with copies of any such materials);
- K. At termination of this Agreement, return or destroy all PHI received from FACILITY that UNIVERSITY still maintains in any form and retain no copies of such information; and
- L. Incorporate any amendments or corrections to PHI when notified pursuant to applicable law or regulation.

Without limiting the rights and remedies of FACILITY elsewhere set forth in this Agreement or available under applicable law, FACILITY may terminate this Agreement without penalty or recourse to FACILITY if FACILITY determines that UNIVERSITY has violated a material term of the provisions of this Section of this Agreement, or such violation is imminent and material.

XVII. FACILITY'S Commitment to Corporate Compliance

FACILITY is committed to honest and responsible corporate conduct. Its commitment is formalized in FACILITY's Code of Conduct and Compliance Plan. Contractors, vendors, patients and the general public are encouraged to read FACILITY's Code of Conduct and FACILITY'S Compliance Plan on FACILITY's web site at <http://www.summahealth.org>. Other related department-level policies and procedures are available on request from individual departments.

XVIII. Counterparts

This Agreement may be executed and delivered in one or more counterparts, each of which shall be deemed an original, and all of which together shall constitute one and the same instrument. In the event that any signature is delivered by facsimile transmission or by-email delivery of a ".pdf" format data file, such signature shall create a valid and binding obligation of such executing party with the same effect as if the facsimile or ".pdf" signature page were an original.

XIX. Amendment.

This Agreement may be amended upon the mutual written agreement of the parties.

{Signatures Appear on the Following Page}

IN WITNESS WHEREOF, the parties have signed duplicate copies of this Agreement on the dates set forth next to their respective names.

STARK STATE COLLEGE

By:

Dr. Lada Gibson Shreve

Provost and Chief Academic Officer

Date:

6/26/23

SUMMA HEALTH

DocuSigned by:

By:

Anthony Colly

Senior VP, Chief Human Resources Officer

Date:

June 30, 2023

LEGAL SERVICES

Approved as to form

Initials KFS

Date 6-20-23

EXHIBIT A

PROGRAMS

Associate Degree Nursing
Dental Assisting
Dental Hygiene
Dietetic Technician
Dietary Manager
Emergency Medical Service Technology
Extended Functions Dental Auxiliary
Health Information Technology
Medical Assistant
Medical Instrument Sterilization
Medical Laboratory Technology
Occupational Therapy Assistant
Phlebotomy
Physical Therapy Assistant
Practical Nursing – LPN
Respiratory Therapist
Surgical Assisting
Surgical Technology

Stark State College

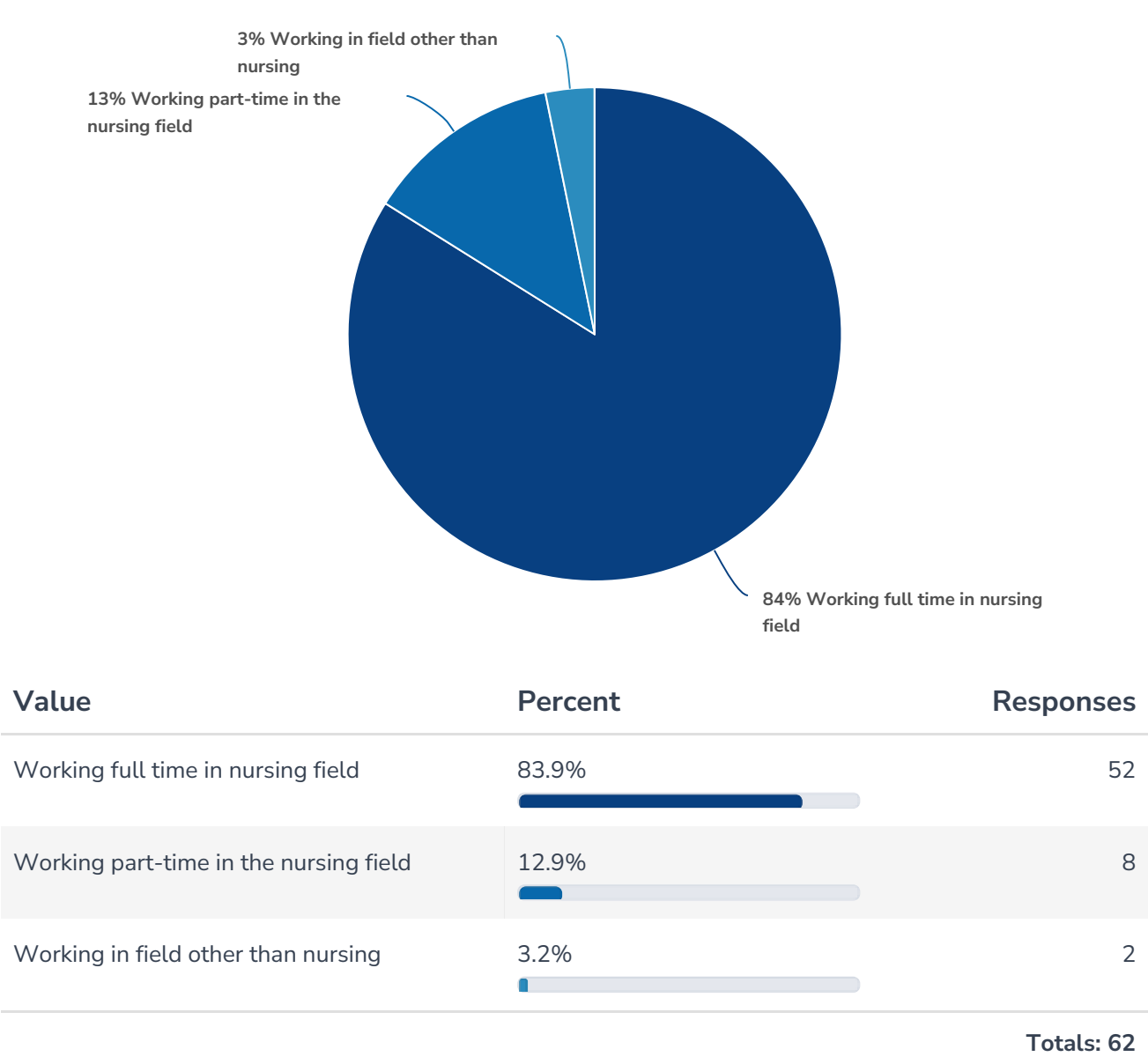
BSN Application

May 2023 Graduate Survey Results

Appendix G

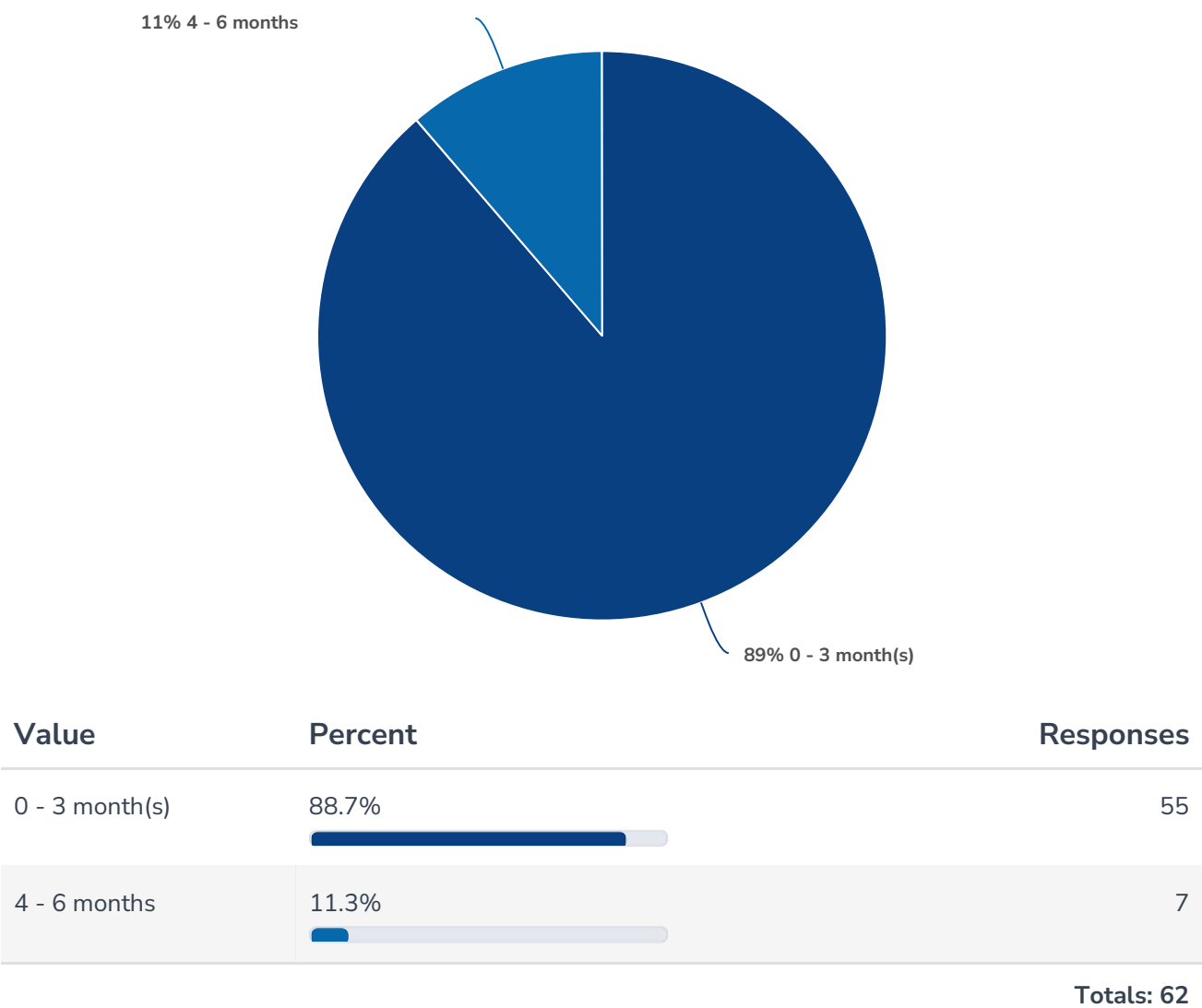
1. Please select the category that best describes your status after graduation:

 Nursing Graduate Employment Status Survey



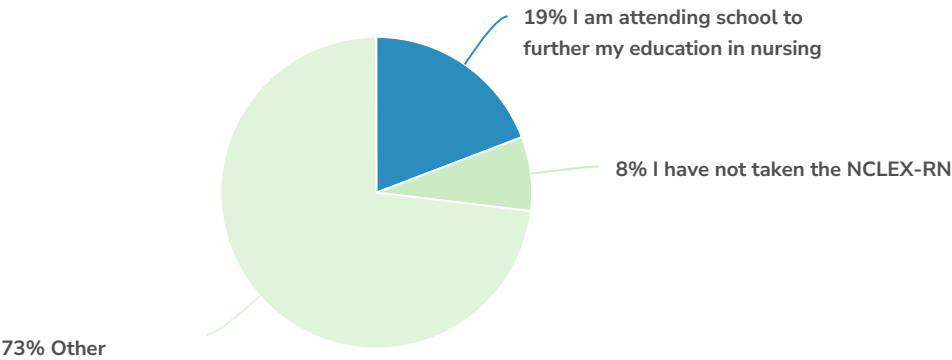
2. How many month(s) after you earned the Associate degree, did you become employed?

 Nursing Graduate Employment Status Survey



3. If not employed as a registered nurse, please choose the best response:

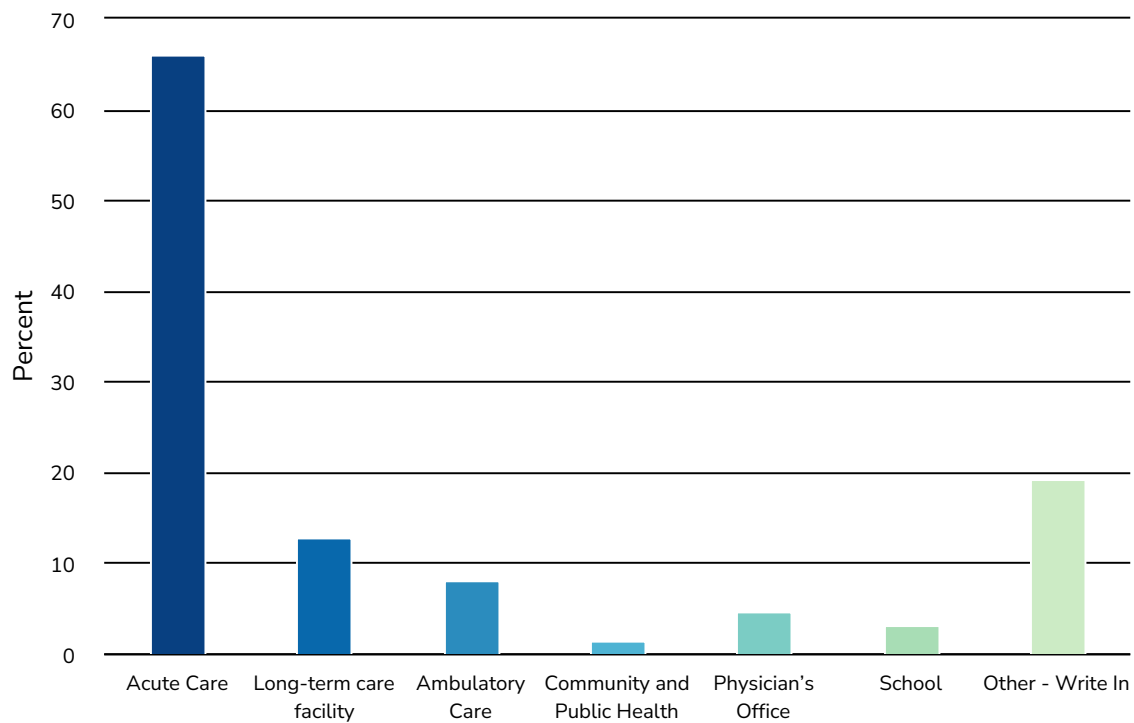
 Nursing Graduate Employment Status Survey


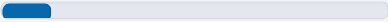
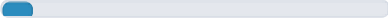
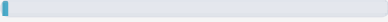
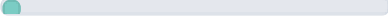
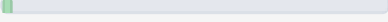
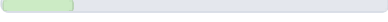


Value	Percent	Responses
I am attending school to further my education in nursing	19.2% <div><div></div></div>	5
I have not taken the NCLEX-RN	7.7% <div><div></div></div>	2
Other - Write In	73.1% <div><div></div></div>	19
		Totals: 26

4. Your most current employer (check all that apply)

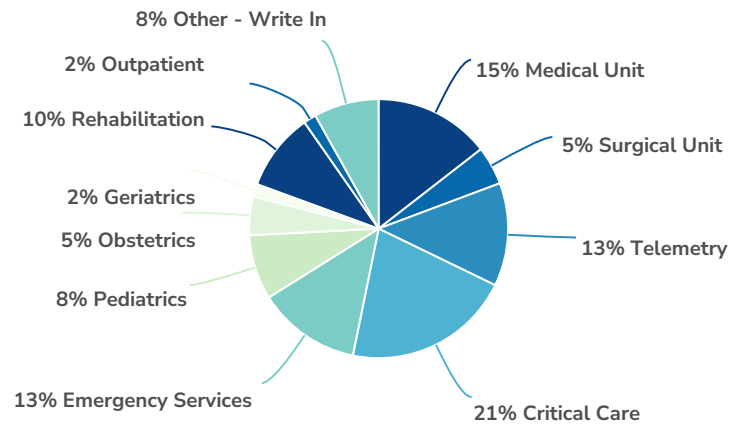
Nursing Graduate Employment Status Survey



Value	Percent	Responses
Acute Care	66.1% 	41
Long-term care facility	12.9% 	8
Ambulatory Care	8.1% 	5
Community and Public Health	1.6% 	1
Physician's Office	4.8% 	3
School	3.2% 	2
Other - Write In	19.4% 	12

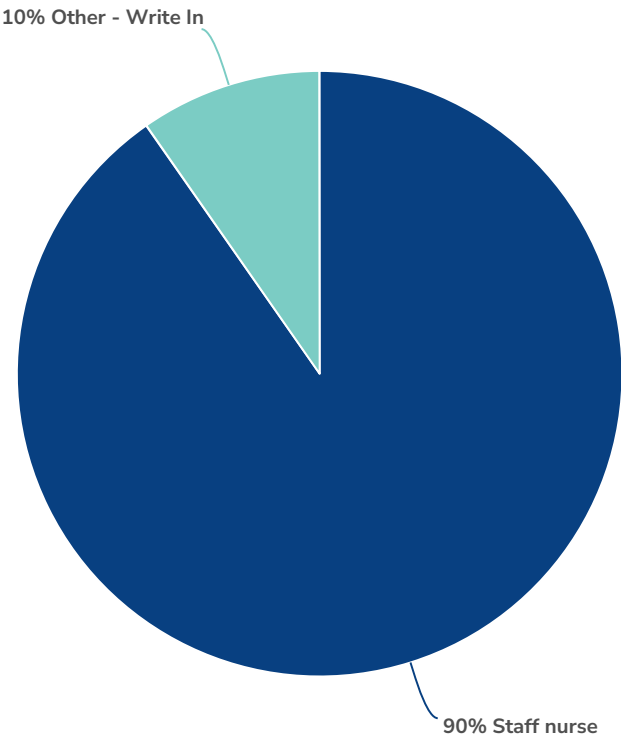
5. Your most current employment setting?

 Nursing Graduate Employment Status Survey



6. Your most current job title

 Nursing Graduate Employment Status Survey



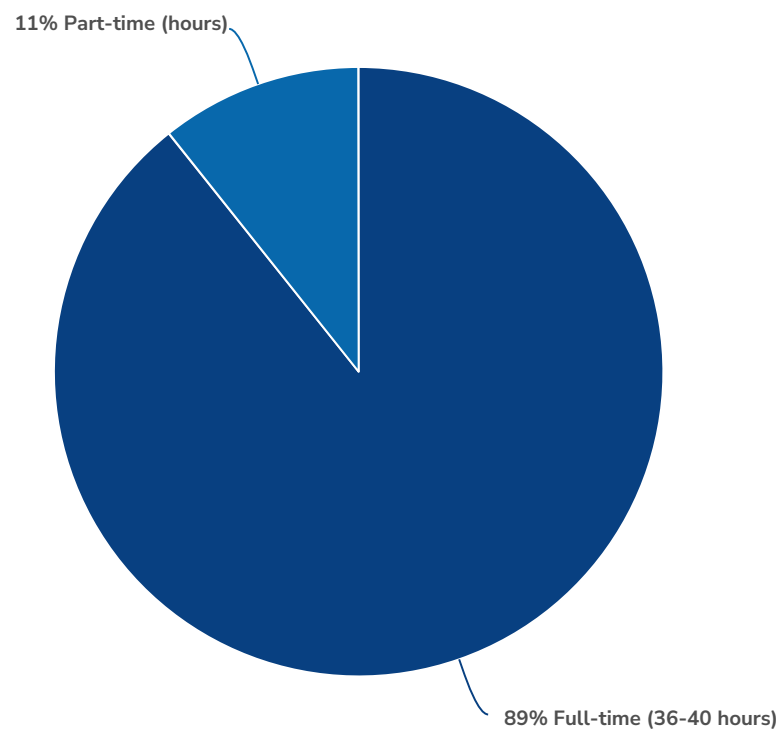
Value	Percent	Responses
Staff nurse	90.3% <div><div></div></div>	56
Other - Write In	9.7% <div><div></div></div>	6

Totals: 62

Other - Write In	Count
Nurse Tech	2
Director of nursing	1
Financial Analyst	1
Nurs	1
Unemployed by choice. Just starting the job search process	1
Totals	6

7. Hours worked

 Nursing Graduate Employment Status Survey



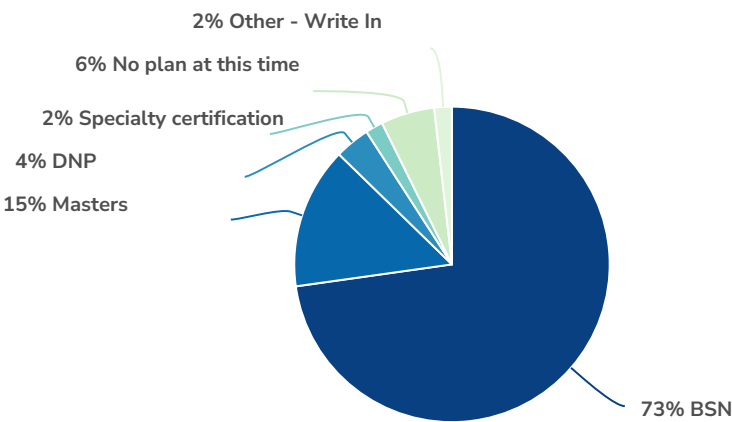
Value	Percent	Responses
Full-time (36-40 hours)	89.3% <div><div></div></div>	50
Part-time (hours)	10.7% <div><div></div></div>	6

Totals: 56

Part-time (hours)	Count
24	4
24-28	1
PRN	1
Totals	6

12. What are your specific plans for future education?

Nursing Graduate Employment Status Survey



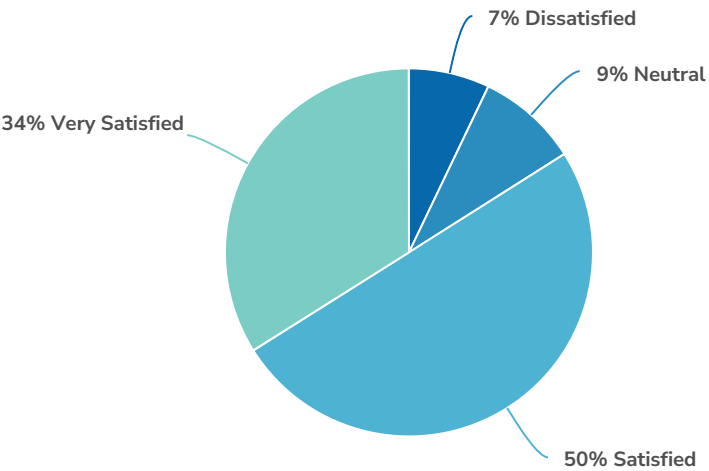
Value	Percent	Responses
BSN	72.7% <div><div></div></div>	40
Masters	14.5% <div><div></div></div>	8
DNP	3.6% <div><div></div></div>	2
Specialty certification	1.8% <div><div></div></div>	1
No plan at this time	5.5% <div><div></div></div>	3
Other - Write In	1.8% <div><div></div></div>	1

Totals: 55

Other - Write In	Count
Neonatal Nurse Practitioner	1
Totals	1

13. Overall, how satisfied were you with the overall ADN program?

Nursing Graduate Employment Status Survey

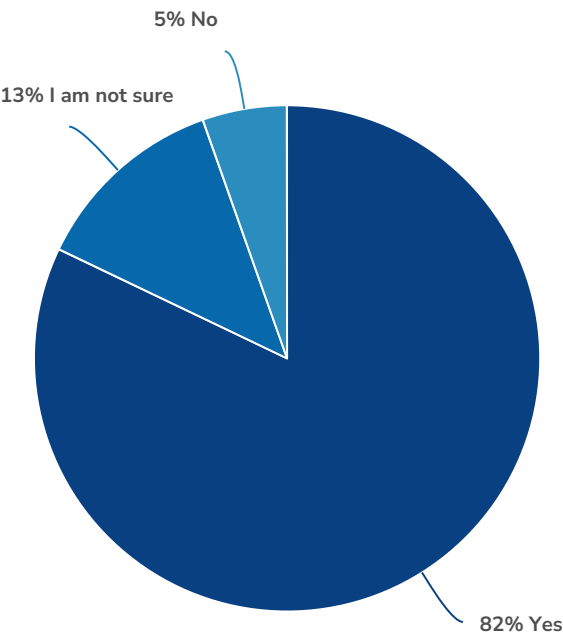


Value	Percent	Responses
Dissatisfied	7.1% <div><div></div></div>	4
Neutral	8.9% <div><div></div></div>	5
Satisfied	50.0% <div><div></div></div>	28
Very Satisfied	33.9% <div><div></div></div>	19

Totals: 56

14. Would you recommend the program?

Nursing Graduate Employment Status Survey



Value	Percent	Responses
Yes	82.1%	46
I am not sure	12.5%	7
No	5.4%	3

Totals: 56

Stark State College

BSN Application

Community Partner Letters of Support

Appendix H

July 19, 2024

Chancellor Mike Duffey
Ohio Department of Higher Education

Dear Chancellor Duffey:

I am writing this letter to express Summa Health's support of Stark State College's development of a Bachelor of Science in Nursing (BSN) program. We support Stark State's plan is to create a high-quality, affordable and seamless online BSN degree completion program for Associate Degree Nursing (ADN) graduates.

Stark State College has been a valued partner to our hospital for many years, providing skilled nurses who consistently demonstrate dedication, professionalism and clinical excellence. The expansion of their nursing program to include a BSN offering aligns perfectly with the evolving healthcare landscape and increasing demand for highly educated nursing professionals.

Summa Health currently has 146 openings for registered nurses. We employ 1,937 total registered nurses of which 75.33% hold a BSN. Our goal is that 80% of our nurses will have the BSN degree. We believe that Stark State's online BSN completion will be a preferred pathway for working nurses who want to build on their Associate Degree/RN degrees and credentials. Recently, Stark State College created the Northeastern Workforce Initiative in Nursing Program, supported by a \$1.75 million grant from the Department of Labor. This program includes the creation of a Healthcare Career Specialist position, dedicated to bridging our healthcare facility with Stark State. The specialist will facilitate the smooth transition of our associate-prepared RNs into the BSN program and guide nurses into the Stark State BSN program, thereby increasing the number of BSN-prepared nurses at our healthcare facilities.

A BSN program at Stark State College will enhance the educational opportunities for aspiring nurses in our region and contribute significantly to addressing the ongoing nursing shortage. By offering a locally accessible pathway to a BSN degree, Stark State College will help attract and retain talented individuals who are committed to serving our community.

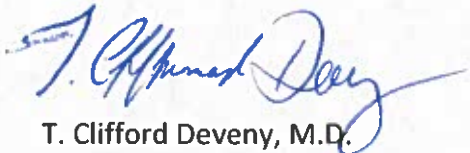
In addition, Stark State's affordability, experience in educating working students and success in attracting, retaining and graduating minority nurses align with the needs of Summa Health and other employers. Summa Health will be a supportive partner of Stark State's proposed BSN degree. In response to ODHE's specific request, Summa Health agrees to:

- Facilitate practicum experiences for the BSN program, recognizing that these hours differ from and are in addition to the traditional clinical hours required for an associate's degree. Tailored to the needs of already licensed and employed nurses, these workforce-based learning experiences will focus on specialty nursing practice, advanced nursing roles, and alternative practice settings.

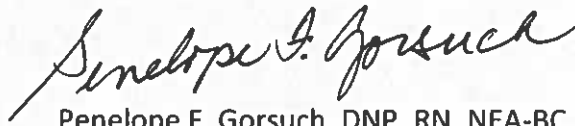
- Encourage Summa Health nurses with ADNs to continue their nursing education through Stark State's BSN program. Summa Health will hire and continue to employ BSNs from this program. We estimate that 20 Summa Health nurses will pursue Stark State's affordable, convenient online BSN each year. Summa Health commits to providing practicum hours for all 20 Summa Health nurses we project will enroll in Stark State's BSN program.

Please contact me directly if I can be of further assistance at 234-312-5050 or by email at devenyc@summahealth.org or gorsuchp@summahealth.org.

Sincerely,



T. Clifford Deveny, M.D.
President and Chief Executive Officer



Penelope F. Gorsuch, DNP, RN, NEA-BC, FACHE
Senior Vice President & Chief Nursing Executive



July 16, 2024

Chancellor Mike Duffey
Ohio Department of Higher Education

Dear Chancellor Duffey:

Please accept this letter of support for Stark State College's development of a Bachelor of Science in Nursing (BSN) program, which we are pleased to submit on behalf of Cleveland Clinic Akron General (CCAG). Stark State College is well known for excellence in meeting the needs of employers in the healthcare industry. We support the College's plan to create a high-quality, affordable and seamless online BSN degree completion program for Associate Degree Nursing (ADN) graduates. Hospitals seeking American Nurses Credentialing Center (ANCC) Magnet Recognition need bachelor-degree nurses, and Stark State is well-positioned to help fill this need.

CCAG currently has many openings for registered nurses. According to the Bureau of Labor Statistics (BLS) and other state, regional and national employment data sources, registered nurses are at the top of the list of in-demand occupations. We believe that Stark State's online ADN to BSN pathway is an efficient and effective program to address this critical nursing shortage. The program will provide students an opportunity to become registered nurses in two years and work as nurses while they complete their BSN online. CCAG is committed to developing our workforce by providing tuition reimbursement to our employees. As we develop our workforce, a high-quality and affordable BSN completion pathway is particularly valuable to our hospital and beneficial to the patients and communities we serve.

CCAG currently employs over 900 total direct care nurses, of which approximately 80% hold a BSN. The BSN completion degree at Stark State, if approved, will be instrumental in helping us pursue our goal of building a bachelors-trained nursing workforce. We anticipate that Stark State's online BSN completion will be a pathway for employed nurses seeking to advance their Associate Degree/RN degrees and credentials. Stark State also has the highest percentage of minority students per capita of any college or university in the area. Therefore, the inclusion of a BSN nursing program (if approved) with their current nursing academic pathways would assist us in providing opportunities to grow a diverse nursing workforce.

In addition, Stark State's affordability, experience in educating working students and success in attracting, retaining and graduating minority nurses align with the needs of CCAG and other employers. CCAG will be a supportive partner of Stark State's proposed BSN degree. In response to ODHE's specific request, CCAG agrees to:

- Facilitate practicum experiences for the BSN program, recognizing that these hours differ from and are in addition to the traditional clinical hours required for an associate's degree. Tailored to the needs of already licensed and employed nurses, these workforce-based learning experiences will focus on specialty nursing practice, advanced nursing roles, and alternative practice settings.
- Encourage CCAG nurses with ADNs to continue their nursing education through programs such as Stark State's. CCAG commits to providing practicum hours to nurses enrolled in Stark State's BSN program.

If we can be of further assistance in supporting Stark State's proposed BSN program, please contact us directly at 330-344-6548.

Sincerely,

A blue ink signature of Brian Harte, MD, MHM, written in a cursive style.

Brian Harte, MD, MHM
President

A blue ink signature of Kelli Saucerman-Howard, DNP, RN, written in a cursive style.

Kelli Saucerman-Howard, DNP, RN
Chief Nursing Officer



**Timothy J Crone MD MBA FACP
SFHM**

President
Cleveland Clinic Mercy Hospital
Assistant Professor of Medicine
CCLCM Case Western Reserve
University

July 15, 2024

Chancellor Mike Duffey
Ohio Department of Higher Education

Chancellor Duffey:

On behalf of Cleveland Clinic Mercy Hospital (CCMH), I am pleased to submit this letter of support for Stark State College's development of a Bachelor of Science in Nursing (BSN) program. We support the College's plan to create a high-quality, affordable and seamless online BSN degree completion program for Associate Degree Nursing (ADN) graduates.

Registered nurses top the list of in-demand occupations, according to OhioMeansJobs (OMJ), the Bureau of Labor Statistics (BLS) and other state, regional and national employment data sources. Cleveland Clinic Mercy Hospital currently has 54 openings for registered nurses. Hospitals seeking American Nurses Credentialing Center (ANCC) Magnet Recognition need bachelor-degree nurses, and Stark State is well- positioned to help fill this need.

Stark State College is a valued, longtime educational partner that provides well-educated and technically competent nurses and allied health professionals to our hospital. Stark State's State-Tested Nurse Assistant (STNAs), Licensed Practical Nurses (LPNs) and Associate Degree Nurses (ADNs/RNs) hired by our hospital are well- educated, highly-skilled and provide excellent, hands-on patient care. We rely on Stark State College to provide our hospital with the quality employees we need to fulfill our healthcare mission.

In addition, Stark State's affordability, experience in educating working students and success in attracting, retaining and graduating minority nurses align with the needs of CCMH and other employers. CCMH will be a supportive partner of Stark State's proposed BSN degree. In response to ODHE's specific request, agrees to:

- Facilitate practicum experiences for the BSN program, recognizing that these hours differ from and are in addition to the traditional clinical hours required for an associate's degree. Tailored to the needs of already licensed and employed nurses, these workforce-based learning experiences will focus on specialty nursing practice, advanced nursing roles, and alternative practice settings.
- Encourage CCMH nurses with ADNs to continue their nursing education through Stark State's BSN program. CCMH will hire and continue to employ BSNs from this program. We estimate that 15 CCMH nurses will pursue Stark State's affordable, convenient online BSN each year. CCMH commits to providing practicum hours for all 15 CCMH employees we project will enroll in Stark State's BSN program.

If I can be of further assistance in supporting Stark State's proposed BSN program, please contact me directly at 330-430-6969 or by email at cronet@ccf.org.

Sincerely,

Timothy Crone, MD MBA FACP SFHM

Cleveland Clinic Mercy Hospital

1320 Mercy Drive
Canton, OH 44708

Tel 330-430-6969
Fax 330-489-1312 CRONET@CCF.ORG

Akron Children's Hospital

July 17, 2024

Chancellor Mike Duffey
Ohio Department of Higher Education

Christopher A. Gessner
President
and
Chief Executive Officer

Dear Chancellor Duffey:

On behalf of Akron Children's Hospital (ACH), I am pleased to submit this letter of support for Stark State College's development of a Bachelor of Science in Nursing (BSN) program. We fully support the College's plan to create a high-quality, affordable and seamless online BSN degree completion program for Associate Degree Nursing (ADN) graduates.

ACH relies on Stark State College to provide the well-educated, proficient patient-focused workforce we need to fulfill our healthcare mission. For several years, ACH has partnered with Stark State on a diversity workforce development program called Career Launch. Through Career Launch, ACH employees and individuals in our community earn nursing and allied health degrees and credentials and achieve their career goals, thanks to Stark State's quality, affordable programs, federal and state grants and tuition assistance and support from ACH. Stark State's ADN program is part of our Career Launch partnership, and we are confident that our current and future ADNs will pursue Stark State's online ADN to BSN program.

ACH currently has more than 152 openings for registered nurses, and we believe Stark State's online ADN to BSN pathway an effective, efficient way to help us address the critical nursing shortage. We employ 1533 total direct care nurses, of which 85% hold a BSN. Our goal is to maintain at least 80% of our nurses with a BSN. We believe that Stark State's proposed online BSN completion program will be a preferred pathway for working nurses who want to build on their Associate Degree/RN degree and credentials.

In addition, Stark State's affordability, experience in educating working students and success in attracting, retaining, and graduating minority nurses align with the needs of ACH and other employers. ACH will be a supportive partner of Stark State's proposed BSN degree. In response to ODHE's specific request, ACH agrees to:

- Facilitate practicum experiences for the BSN program, recognizing that these hours differ from and are in addition to the traditional clinical hours required for an associate degree. Tailored to the needs of already licensed and employed nurses, these workforce-based learning experiences will focus on specialty nursing practice, advanced nursing roles, and alternative practice settings.
- Encourage ACH nurses with ADNs to continue their nursing education through Stark State's BSN program. ACH will hire and continue to employ BSNs from this program. We estimate that eight ACH nurses will pursue Stark State's affordable, convenient online BSN each year. ACH commits to providing practicum hours for all eight ACH employees we project will enroll in Stark State's BSN program.

If I can be of further assistance in supporting Stark State's proposed BSN program, please contact me directly at 330-543-8811 or by email at cgeessner@akronchildrens.org.

Best Regards,





July 15, 2024

Chancellor Mike Duffey
Ohio Department of Higher Education

Dear Chancellor Duffey:

I am writing this letter to express Southwoods Health's support of Stark State College's development of a Bachelor of Science in Nursing (BSN) program. We support Stark State's plan is to create a high-quality, affordable and seamless online BSN degree completion program for Associate Degree Nursing (ADN) graduates.

Southwoods Health is one of the most rapidly expanding healthcare systems in Ohio, providing enhanced access to today's most important healthcare services. Like all hospital systems in Ohio, we are struggling to find the qualified nurses and allied health professionals we need to serve our growing patient population. We have recently reached out to Stark State College to assist us with our healthcare workforce challenges. We support Stark State's proposal to expand their nursing program to include a BSN, as the plan aligns perfectly with the evolving healthcare landscape and increasing demand for highly educated nursing professionals.

Southwoods Health currently maintains a base of one hundred twenty-five (125) total direct-care nurses within our organization, of which 65% hold a BSN. In the course of the past three years, we have experienced consistent, annual turnover rate in excess of 20% in our nursing workforce and are very interested in working with local partners to strengthen the local labor pool to support our current, and growing nursing needs. Our goal is to maintain a stable nursing workforce, with less than 10% annual turnover and in which 85% of our nurses will have the BSN degree. Given the needs of the Mahoning Valley region we serve, we expect these numbers to increase in the near future. We believe that Stark State's online BSN completion will be a preferred pathway for working nurses who want to build on their Associate Degree/RN degrees and credentials.

A BSN program at Stark State College will enhance the educational opportunities for aspiring nurses in our region and contribute significantly to addressing the ongoing nursing shortage. By offering a locally accessible pathway to a BSN degree, Stark State College will help attract and retain talented individuals who are committed to serving our community.

In addition, Stark State's affordability, experience in educating working students and success in attracting, retaining and graduating minority nurses align with the needs of Southwoods and other employers. Southwoods will be a supportive partner of Stark State's proposed BSN degree. In response to ODHE's specific request, Southwoods agrees to:

- Facilitate practicum experiences for the BSN program, recognizing that these hours differ from and are in addition to the traditional clinical hours required for an associate's degree. Tailored to the needs of already licensed and employed nurses, these workforce-based learning experiences will focus on specialty nursing practice, advanced nursing roles, and alternative practice settings.
- Encourage Southwoods nurses with ADNs to continue their nursing education through Stark State's BSN program. Southwoods Health will hire and continue to employ BSNs from this program. We estimate that 10-20 Southwoods Health nurses will pursue Stark State's affordable, convenient online BSN each year. Southwoods Health commits to providing practicum hours for all Southwoods nurses we project will enroll in Stark State's BSN program.

Please contact me direct if I can be of further assistance at (330) 729-8004 or by email at akerns@southwoodshealth.com.

Sincerely,

Angela Kerns, RN, BSN, MHHS, CNOR
Chief Operating Officer
Southwoods Health

Stark State College

BSN Application

Advisory Board Minutes

Appendix I

STARK STATE COLLEGE
Health and Public Services Division
ASSOCIATE DEGREE IN NURSING/PRACTICAL NURSING
STATE TESTED NURSE AIDE PROGRAMS

ADVISORY BOARD MEETING MINUTES -DRAFT

April 26, 2024, 9:00am – 10:00am / Zoom

I. CALL TO ORDER

- Andrea Price called the meeting to order at 9:00 a.m.

II. APPROVAL OF MINUTES FROM November 9, 2023

- Barb Dawson and Rachel Anderson approved the meeting minutes from November 9, 2023.

III. INTRODUCTIONS - Attendance

Name	Agency Representing	Name	Agency Representing
Heisroth, Kay	Akron Children's Hospital	Anderson, Rachel	Stark State College
Owens, Jacqueline	Ashland University	Dawson, Amanda	Stark State College
Shepherd, Sue	Aultman College	Dawson, Barbara	Stark State College
Harmon, Carolyn	Aultman Hospital	Fischbach, Stephanie	Stark State College
Kolacz, Nicole	Aultman Hospital	Fisher, Lars	Stark State College
Reich, Sara	Aultman Hospital	Headley, Brian	Stark State College
Foster, Sue	CC Akron General Medical Center	Kerr, Kim	Stark State College
Szweda, Christine	CC Office of Nursing Education and Professional Development	Mallernee, Dean	Stark State College
Clydesdale, Jennifer	Cleveland Clinic	McBride, Kim	Stark State College
Fetto, Julie	Cleveland Clinic - Medina Hospital	Moore, Linda	Stark State College
Spencer, Susan	Cleveland Clinic Mercy Hospital	Price, Andrea	Stark State College
Myers, Monica	Jackson Local Schools	Slater, Elizabeth Anne	Stark State College
Clark, Susan	Summa Health System		
Bonnett, Pam	University of Akron		
Huff, Marlene	University of Akron		
Hunek, Renee	Village at St. Edwards		

IV. REPORTS FROM DEPARTMENT CHAIR AND PROGRAM COORDINATOR

a. ADN - Faculty positions status

Retirements: Susan McDevitt

Promotions: None

New hires: Department Chair/Program Coordinator: Dr. Andrea Price, Faculty: Tammy Kaylor

Faculty: 10 full-time faculty members

Cost: \$16,949.40 DAY & Eve/Weekend / \$14,938.40 LPN/Paramedic - RN

b. Practical Nursing - Faculty positions status

Resignations: None

Promotions: None

New faculty hires: None

Faculty: 1 Program Coordinator and 3 full-time faculty members

Cost: \$10,670.60

c. STNA - Faculty positions status

Resignations: None

Promotions: None

New hires: None

Adjuncts: 4 adjunct instructors

Cost: \$1260.00

V. ACCREDITATION

a. ADN Associate

- ACEN accreditation visit was September 11-14, 2023. Continued accreditation
- Program response to Site Visit Report
- Evaluation Review Panel and Board of Commissioners meet in April 2024
- OBN site visit February 2025 - Provisional status update

b. Practical Nursing

- OBN survey visit completed on December 7&8, 2022
- Received full five-year approval in January 2023

c. STNA

- ODH reapproval for both campuses completed.

VI. GRADUATION / ENROLLMENT

a. ADN

- **Graduation**

- December 2023 Enrollment:
 - 15 LPN-RN
 - 15 Paramedic-RN
 - 4 ADN Program
- 87 students anticipated to graduate in May 2024
- Pinning ceremony will be on May 17, 2024 at Malone University's Johnson Center

- **Enrollment**

- Spring 2024 Enrollment:
 - Day Program - 116 students
 - Evening/Weekend - 33 students
 - RN Completion for LPN – 45 students
 - RN Completion for Paramedic - 10 students

b. Practical Nursing

- **Graduation**

- December 2023 – 23 graduated
- May 15, 2024 the program is on track to graduate in the Silk Auditorium

- **Spring 2024 Enrollment**

- Day program – began 2nd semester
- to complete May 2024 – 27 students
- Day program – began 1st semester to complete in December 2024 – 20 students
- Evening/Weekend program – began 3rd semester to complete December 2024 – 18 students
- Evening/weekend program- began 1st semester to complete December 2025 – 20 students

c. STNA

- **Graduation**

- 2023 we had 48 students complete the course
- Awaiting grant funding to offer students.

- **Spring 2024 Enrollment**

- Have a class of 18 students currently

VII. NCLEX results according to reports

a. NCLEX-RN Pass Rates

2024			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2024	90.91	88.11	92.75
2 nd quarter 2024			
3 rd quarter 2024			
4 th quarter 2024			
TOTAL			

2023			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2023	75.76	80.48	75.24
2 nd quarter 2023	94.83	94.32	93.08
3 rd quarter 2023	85.71	90.69	89.43
4 th quarter 2023	85.71	88.63	86.05
TOTAL	91.76	88.26	86.73

2022			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2022	75.86	78.32	77.47
2 nd quarter 2022	86.67	78.08	79.67
3 rd quarter 2022	72.55	74.33	73.57
4 th quarter 2022	55.56	68.81	66.57
TOTAL	75.63	75.91	75.83

NCLEX-RN Pass Rates

- Pass rates increased in 2023
- Strategies utilized to improve rates

2023						
	Concept-Based Day	Concept-Based Eve/Weekend	RN Completion for LPN-CB	RN Completion for Paramedic-CB	Akron RN Completion for LPN-CB	Total
First-time Pass Rate	43/48 89.58%	20/21 95.23%	13/15 86.67%	17/17 100%	17/19 89.47%	110/120 91.67%
Ultimate Pass Rate	47/48 97.91%	21/21 100%	14/15 93.33%	17/17 100%	18/19 94.73%	118/120 98.33%

- Accreditation Commission for Education in Nursing (ACEN)
 - 2023 Standard 5
 - Ultimate pass rate vs. first-time pass rate
 - >80%

b. NCLEX-PN Pass Rates

2024			
Time Period	Stark State PN	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2024	100	86.54	87.28
2 nd quarter 2024			
3 rd quarter 2024			
4 th quarter 2024			
TOTAL			

2023			
Time Period	Stark State PN	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2023	95.45	75.58	69.13
2 nd quarter 2023	100	85.56	77.04
3 rd quarter 2023	100	86.13	83.26
4 th quarter 2023	100	83.21	83.60
TOTAL	97.56	82.35	80.38

2022			
Time Period	Stark State PN	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2022	100	78.04	79.95
2 nd quarter 2022	100	74.36	73.04
3 rd quarter 2022	100	77.05	73.28
4 th quarter 2022	100	73.61	71.07
TOTAL	100	71.03	74.77

- NextGen NCLEX exam began April 1, 2023
- We did not note any decline in our pass rates as we have been preparing our graduates for the changes since last spring.

VIII. ANNOUNCEMENTS

a. ADN

- 2 fulltime faculty completed DNP in 2023 Congratulations Dr. Amanda Dawson and Dr. Kim McBride!
- Clinical Coordinator: Kim Kerr

b. Practical Nursing

- Working with marketing to identify avenues to educate the public about the role of the LPN in healthcare and the job opportunities available upon graduation.
- Looking at strategies to expand the enrollment.

c. STNA

- Offering courses at Main and Akron campuses

d. NEO – WIN Grant

IX. OPEN FORUM

Andrea Price is the newly appointed department chair of the Department of Nursing at Stark State College. With 14 years at Walsh University's School of Nursing and over 20 years of teaching experience, she brings substantial expertise. Andrea holds a Doctor of Nursing Practice from Walsh University, a Master's in Nursing Education from Robert Morris University, and a Bachelor's from Youngstown State University. She is enthusiastic about Stark State's nursing programs and is honored to contribute to the department and the college.

Barb Dawson, the program coordinator for the Practical Nursing and STNA programs at Stark State's Akron campus.

Amanda Dawson holds a Doctor of Nursing Practice (DNP) degree and serves as the Paramedic to RN Coordinator at Stark State's main campus.

Kim McBride, Coordinator for the LPN to RN Completion program and a full-time faculty member.

Kim Kerr, Clinical Coordinator Stark State's main campus.

Brian Headley, Clinical and Lab Coordinator for the PN Program on the Akron campus.

Lars Fisher, Med Surge Critical Care instructor, highlighting his five-year tenure with the college.

Rachel Anderson is a full-time nursing faculty member at Stark State with nearly two years of full-time experience and three years as an adjunct. She teaches courses in fundamentals and med surge and is considering the clinical coordinator role for the ADN program.

Elizabeth Anne Slater, serving as the lead instructor for psychiatric mental health, expressed gratitude to all board members for their service.

Dean Mallernee, the new Health and Public Services Dean, joined in January. He has a longstanding history with the college, serving in various capacities for the past 12 years. He expressed enthusiasm for his new role and gratitude to the committee members.

Stephanie Fischbach, identified herself as the lead instructor for the PEDS/OB program and mentioned her four-year tenure teaching at the college.

Jacqueline Owens, Director of the RN to BSN Program at Ashland University, emphasized the importance of encouraging nurses to pursue further education after obtaining their associate degree. She highlighted the global nursing shortage, exacerbated by the pandemic, and stressed the need to promote nursing as a career with diverse pathways for growth. Owens expressed gratitude for the longstanding affiliation between Ashland University and Stark State, and discussed recent discussions on addressing the nursing shortage. She has been on the advisory board since 2010.

Kay Heisrath, Clinical Student Placement Program Coordinator at Akron Children's, works with both undergraduate and graduate students. She recently facilitated the return of Associate degree students for pediatric observations lasting 8 to 10 hours. Although limited in feedback due to the brief duration of their on-site presence, she expressed a desire to expand clinical opportunities for this student group in the future.

Christine Szweda, representing the Cleveland Clinic, introduced her colleague, Jen Clivesdale, who serves as their nursing professional development specialist. Christine expressed gratitude for the partnership with Stark State and anticipated hosting LPN students in cohort groups starting in the fall. Christine discussed the ongoing assessment of new graduate nurses' clinical judgment and critical thinking upon entering the Cleveland Clinic, noting improvements in hands-on skills competency and patient assessment consistency. However, she highlighted the need for further development in

responding to unanticipated situations and reiterated the clinic's commitment to supporting new graduate nurses through their residency program.

Jennifer Clydesdale is one of the new nursing professional development specialists (MPDs) at Cleveland Clinic, focusing on LPN placements. With only five months on the team, she expressed enthusiasm for future collaboration.

Julie Fetto, Chief Nursing Officer at Cleveland Clinic Medina Hospital, discussed potential clinical opportunities for Stark State students, highlighting their comprehensive offerings except for family birthing and pediatrics. She praised Stark State's innovative programs such as Medic to RN and LPN to RN and expressed interest in collaboration. Fetto addressed concerns about perceptions of med surge nursing and efforts to address them through marketing and flexible scheduling. She also mentioned hybrid roles for new caregivers, including rotating between ICU and med surge units. **Kim Kerr**, the SSC clinical coordinator, expressed interest in partnerships, with Fetto and **Christine Szveda** responding positively. They expressed optimism about reaching a resolution by fall and thanked Kerr for her interest. **Jacqueline Owens** suggested exploring literature supporting joint appointments in healthcare and nursing to bolster the proposal.

Nicole Kolacz, Chief Nursing Officer at Aultman Main Campus, oversees nursing for the system and appreciates Stark State students. She highlighted **Carolyn's** role in ensuring excellent clinical experiences. Kolacz aims to increase student presence on campus and noted low nursing staff turnover. Strategies for attracting and retaining nurses were discussed, including integrating LPNs into the team nursing model since 2021. Plans for piloting revised team structures and implementing virtual nursing initiatives were mentioned. **Andrea Price** acknowledged **Barb Dawson's** visit to discuss the LPN role, emphasizing its growing importance. Kolacz praised Dawson's collaboration and expressed gratitude for the partnership. Price also shared a positive experience learning from Kolacz during her DNP leadership course.

Carolyn Harman, Student Nurse Experience Coordinator at Aultman, focuses on supporting nursing students during clinical experiences and career transitions. With over a year in this role and 25 years at Aultman, she highlighted the hospital's appreciation for Stark State nursing students and the creation of a new patient care tech position to provide flexibility and gain hospital experience. Harman discussed her involvement in the Nurse Residency Program, emphasizing its support for new graduates, and upcoming workshops on conflict resolution and incivility in the workforce, aiming to equip students with practical tools. **Andrea Price** expressed interest in these workshops, and Harman welcomed the opportunity to share her expertise and facilitate meaningful conversations.

Sarah Riker, Director of the Stepdown and Medical Surgical Units at Aultman Hospital, commended Nicole and Carolyn for their insights and stressed the significance of fostering a positive work environment for both students and employees. She noted the hospital's participation in the Healthy Workforce Institute program to combat bullying and discourtesy, aiming for a supportive workplace culture. Riker expressed appreciation for **Barb Dawson's** aid in introducing new nursing practices on her unit, underscoring Dawson's invaluable support in these efforts.

Sue Foster, Director of Surgical Services at Cleveland Clinic Akron General, expressed her enthusiasm for the call and outlined plans to incorporate observation days into the operating room (OR) experience for students in the fall, aiming to generate interest in surgical careers. Foster discussed efforts to transition some surgical techs to LPN roles and to trial this initiative at the hospital, noting the interest among current LPNs in pursuing further education to become RNs. While the program is still in development, Foster highlighted the potential for LPNs to explore surgical careers as a pathway to nursing, emphasizing ongoing planning and forward momentum in this endeavor.

Susan Spencer, the Chief Nursing Officer of Cleveland Clinic Canton and Mercy, discussed initiatives such as team nursing and the recruitment of LPNs to support this approach. They highlighted programs like Student PC and PRN to integrate students into the organization and emphasized efforts to attract and retain nursing talent, particularly in the med-surge units, by offering flexibility and work-life balance.

Spencer noted positive feedback from nurse leaders and the value of engaging with students to gather feedback and insights into their needs and experiences. They expressed appreciation for the renewed passion for nursing demonstrated by students and the meaningful conversations that drive their commitment to supporting them. **Andrea Price** echoed this sentiment, acknowledging the power of hearing about individuals' motivations for entering nursing.

Pamela Bonnett, Director of the RNMSN program at the University of Akron, praised the quality of Stark State students transitioning to their BSN program, particularly highlighting a group of 14 or 15 exceptional students and their smooth progression. She shared the achievement of one graduate selected as the outstanding RN-to-BSN student, to be honored at an upcoming pinning ceremony. With extensive experience at the university, including eight years as program director, Bonnett emphasized a commitment to continuously improving the program for incoming graduates. She expressed openness to collaboration to further nurture and support Stark State graduates in their academic journey, conveying overall appreciation for their contributions to the program.

Monica Myers from Jackson Local Schools, serving as the Director of Curriculum, highlights the strong partnership between Jackson and Stark State. With over 700 students currently enrolled in College Credit Plus (CCP) courses and more than a thousand courses offered, their collaboration is thriving. Additionally, Jackson hosts a Clinical Healthcare Career and Tech program with 27 students, expressing interest in bridging opportunities like Medic to RN and LPN to RN pathways discussed during the meeting. Monica emphasizes the potential for further connections, mentioning their Medical Club and past career showcases with professionals from nursing and protective services. The aim is to enhance student understanding of career pathways and foster more collaborations with external partners for student exposure.

X. ADJOURNMENT

- The meeting was adjourned at 10:01 a.m.

STARK STATE COLLEGE
Health and Public Services Division
ASSOCIATE DEGREE IN NURSING/PRACTICAL NURSING
STATE TESTED NURSE AIDE PROGRAMS

ADVISORY BOARD MEETING MINUTES

November 9, 11:00am – 12:00pm / Zoom

I. CALL TO ORDER

- Amanda Dawson called the meeting to order at 11:02 a.m.

II. APPROVAL OF MINUTES FROM APRIL 28, 2023

- Barb Dawson and Kimberly McBride approved the meeting minutes from April 28, 2023.

III. INTRODUCTIONS

Committee Member	Agency Representing
Anderson, Rachel	Stark State College
Baker, John	CC Union Hospital
Dawson, Amanda	Stark State College
Dawson, Barbara	Stark State College
Donnenwirth, Jo Ann	Aultman College
Foster, Sue	CC Akron General Medical Center
Frustaci, Barb	Mercy Medical Center
Harmon, Carolyn	Aultman Hospital
Headley, Brian	Stark State College
Hostetler, Jody	Ashland University
Kerr, Kim	Stark State College
Lentz, Linzi	Stark State College
McBride, Kim	Stark State College
Moore, Linda	Stark State College
Myers, Monica	Jackson Local Schools
Reich, Sara	Aultman Hospital
Reinsel, Kelly	Stark State College
Ricker, Isabel	Stark State College
Shepherd, Sue	Aultman College
Spencer, Susan	CC Mercy Medical
Szweda, Christine	CC Office of Nursing Education and Professional Development
Welsh, Jason	Cleveland Clinic Rehabilitation Hospital, Edwin Shaw
Whyde, Charles	Cleveland Clinic Akron General

IV. REPORTS FROM DEPARTMENT CHAIR AND PROGRAM COORDINATOR

a. ADN - Faculty positions status

Resignations: Marie DeLillo retired 7/23

Promotions: Temporary

Interim Chair, Amanda Dawson

Interim Paramedic to RN Coordinator, Robin McCann

New hires:

Currently have –10 full-time faculty members

b. Practical Nursing - Faculty positions status

Resignations: None

Promotions: None

New faculty hires: None

Adjuncts hires: Brea Knight, Megan Neeley, Jenyce Schaad, D'Shannyn Shinholster
3 full-time faculty members

c. STNA - Faculty positions status

Resignations: None

Promotions: None

New hires: None

Currently have 4 adjunct instructors

V. ACCREDITATION

a. ADN Associate

- ACEN accreditation visit was September 11-14, 2023- continuing accreditation was approved at the preliminary visit. ERP and BOC meet in April

b. Practical Nursing

- OBN survey visit completed on December 7&8, 2022
- Received full five-year approval in January 2023

c. STNA

- ODH reapproval for both campuses completed in January

VI. GRADUATION / ENROLLMENT

a. ADN

Graduation

- May 2023: 90 graduates
- 42 students anticipated to graduate in December 2023
- Pinning ceremony will be on Dec 18, 2023 at SSC main campus

Fall 2023 Enrollment

- Day Program - 72 students
- Evening/Weekend - 18 students
- RN Completion for LPN Main - 17 students
- RN Completion for Paramedic - 10 students

b. Practical Nursing

Graduation

- May 2023 – graduated 18
- December 2023 the program is on track to graduate 31 on December 19th in the Silk Auditorium

Current Enrollment

Fall 2023 Enrollment

- Day program – began 2nd semester to complete December 2023 – 22 students
- Day program – began 1st semester to complete in May 2024 – 38 students
- Evening/Weekend program – began 4th semester to complete December 2023 – 9 students
- Evening/weekend program- began 2nd semester to complete December 2024 – 16 students

Spring 2024 Enrollment

- Our application deadline is November 15th

c. STNA

Graduation

- 2023 to date we have had 38 students complete the course; 10 currently in a class and 3 more classes to start in October/November.

VII. NCLEX results according to reports

a. NCLEX-RN Pass Rates

2021			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2021	77.27	80.59	79.76
2 nd quarter 2021	94.74	81.41	82.32
3 rd quarter 2021	89.66	77.04	79.10
4 th quarter 2021	63.64	68.31	69.59
TOTAL	85.45	78.35	79.07

2022			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2022	75.86	78.32	77.47
2 nd quarter 2022	86.67	78.08	79.67
3 rd quarter 2022	72.55	74.33	73.57
4 th quarter 2022	55.56	68.81	66.57
TOTAL	75.63	75.91	75.83

2023			
Time Period	Stark State	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2023	75.76	80.48	75.24
2 nd quarter 2023	94.83	94.32	93.08
3 rd quarter 2023	85.71	-	-
4 th quarter 2023	-	-	-
TOTAL	85.43		

- Pass rates increased in 2023
- Big dip in 4th quarter 2022, NGN RN NLCEX began in April 2023, huge incline on pass rates for 1st 2 quarters.

NCLEX-RN Pass Rates

Accreditation Commission for Education in Nursing (ACEN)
New Guidelines 2023 includes
1st time repeaters

2023						
Year	Spring 1 st	Spring with repeaters	Fall 1 st	Fall with repeaters	Total 1 st	Total w/repeaters
2023	91.76 78/85	97.64 83/85				
2022	75.29 64/85	85.88 73/85	83.33 25/30	96.67 29/30	77.39 89/115	88.69 102/115
2021	86.04 74/86	90.69 78/86	82.75 24/29	100.00 29/29	85.21 98/115	93.04 107/115

b. NCLEX-PN Pass Rates

2021			
Time Period	Stark State PN	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2021	93.75	76.24	74.14
2 nd quarter 2021	100	74.35	67.38
3 rd quarter 2021	88.89	76.93	76.01
4 th quarter 2021	50	76.00	73.08
TOTAL	90	75.62	73.38

2022			
Time Period	Stark State PN	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2022	100	78.04	79.95
2 nd quarter 2022	100	74.36	73.04
3 rd quarter 2022	100	77.05	73.28
4 th quarter 2022	100	73.61	71.07
TOTAL	100	71.03	74.77

2023			
Time Period	Stark State PN	Benchmark (95% of National Avg.)	Ohio
1 st quarter 2023	95.45	75.58	69.13
2 nd quarter 2023	100	85.56	77.04
3 rd quarter 2023			
4 th quarter 2023			
TOTAL			

- NextGen NCLEX exam began April 1, 2023
- We did not note any decline in our pass rates as we have been preparing our graduates for the changes since last spring.

VIII. ANNOUNCEMENTS

a. ADN

- Dr. Andrea Price accepted the position of Chair of the Nursing Department. Her first day will be November 20, 2023.

b. Practical Nursing

- We are looking at how we can expand our day and evening/weekend programs to accommodate more students.

c. STNA

- No announcements

IX. OPEN FORUM

Monica Myers is promoting a junior and senior career fair at Jackson High School, asking for volunteers to come and speak for 3 – 15 minutes about their career paths after high school. The event, scheduled for January 11th, is part of the school's career compact, focusing on all medical fields, to address the healthcare shortage.

Christine Szweda from Cleveland Clinic informs everyone that capacity for LPN clinical rotations is being evaluated across all hospitals, expected to be released within the next month and a half.

X. ADJOURNMENT

- The meeting was adjourned at 11:20 a.m.

Stark State College

BSN Application

Preceptor Qualifications

Appendix J



Ohio Board of Nursing

www.nursing.ohio.gov

17 S. High Street, Suite 660 • Columbus, Ohio 43215-3466 • 614-466-3947

Preceptor Qualification Form

SECTION I: NAME, EDUCATION, LICENSURE AND EMPLOYMENT

Preceptor Name	Date

Completed Pre-Licensure Nursing Education Program	Date of Graduation

State of Licensure	Licensure Type (Check All that Apply)		License Number	Expiration Date
	RN	LPN		

Nursing Employment - The preceptor may attach current resume or curriculum vitae. The preceptor's time periods of employment in nursing practice must be included, **in the month and year MM/YYYY format**, whether here or on the resume or curriculum vitae.

Employer Name	Location	Time Periods of Employment in nursing practice only. (MM/YYYY – MM/YYYY Format)	Unit or Area of Practice

SECTION II: DEMONSTRATED COMPETENCE

Describe your competency in the area of clinical practice in which you will be supervising students. You may include any relevant specialty certifications or other nursing education/degrees, as applicable

SECTION III: REQUIREMENTS OF RULE 4723-5, OAC:

Minimum qualifications for preceptors

Rule 4723-5-10(A)(5), OAC, specifies that a preceptor for a **RN nursing education program** shall have (a) Completion of an approved registered nursing education program in a jurisdiction as defined in paragraph (R) of rule 4723-5-01 of the Administrative Code; (b) Experience in the practice of nursing as a registered nurse with demonstrated competence in the area of clinical practice in which the preceptor provides supervision to a nursing student; (c) A baccalaureate degree in nursing is preferred; and (d) Current, valid licensure as a registered nurse in the jurisdiction or foreign country where the supervision of a nursing student's clinical experience occurs.

Rule 4723-5-11(A)(5), OAC, specifies that a preceptor for a **PN nursing education program** shall have (a) Completion of an approved registered or practical nursing education program in a jurisdiction as defined in paragraph (R) of rule 4723-5-01 of administrative Code; (b) Experience in the practice of nursing as a registered nurse or as a licensed practical nurse with demonstrated competence in the area of clinical practice in which the preceptor provides supervision to a nursing student; (c) Current, valid licensure as a registered nurse or as a licensed practical nurse in the jurisdiction or foreign country where the supervision of a nursing student's clinical experience occurs.

Supervision of students in a clinical setting

Rule 4723-5-20(F), OAC, specifies that the teaching assistant or preceptor providing supervision of a nursing student shall at least: (1) Have competence in the area of clinical practice in which the teaching assistant or preceptor is providing supervision to a student; (2) Design, at the direction of a faculty member the student's experience to achieve the stated objectives or outcomes of the nursing course in which the student is enrolled; (3) Clarify with the faculty member (a) The role of the teaching assistant or preceptor; (b) The responsibilities of the faculty member; (c) The course and clinical objectives or outcomes; (d) The clinical experience evaluation tool; and (4) Contribute to the evaluation of the student's performance by providing information to the faculty member and the student regarding the student's achievement of established objectives or outcomes.

Rule 4723-5-20(G), OAC, specifies that a preceptor shall provide supervision to no more than two nursing students at any one time, provided the circumstances are such that the preceptor can adequately supervise the practice of both students.

Program record requirements

Rule 4723-5-21(E), OAC, specifies that the administrator of the program shall maintain records for preceptors including: (1) Verification of current, valid licensure as a registered nurse, or, for a practical nursing education program, as a licensed practical nurse, in the jurisdiction or foreign country where the supervision of a nursing student's clinical experience occurs; and (2) A record demonstrating competency in the area of clinical practice in which the preceptor provides supervision to a nursing student, including the names and locations of employers in the field of nursing, with time periods of employment.

Preceptor Signature (attesting to accuracy of information)

Date

Printed Name

Stark State College

BSN Application

Core Nursing Course Schedule by Semester

Appendix K

Appendix K: Core Nursing Course Schedule by Semester

Semester 1 Nursing courses NSG310 Health Promotion of Complex Conditions 1 st 8 weeks NSG320 Teaching and Learning 2 nd 8 weeks	3 3
Semester 2 Nursing courses NSG330 Collaborative Interprofessional Concepts in Nursing 1 st 8 weeks NSG340 Nursing Evidence-Based Practice and Research 2 nd 8 weeks	4 4
Semester 3 Nursing courses NSG410 Population-Based, Cultural Diversity, and Global Nursing 1 st 8 weeks NSG430 Nursing Informatics Technology in Healthcare settings 2 nd 8 weeks	4 4
Semester 4 Nursing courses NSG440 Leadership and Management in Nursing 1 st 8 weeks NSG450 Advancing Roles in Professional Nursing 2 nd 8 weeks	5 5

Students are required to have completed all general education and non-technical support courses to a total of 67 Credit hours.

Stark State College

BSN Application

Nursing Full-Time Faculty

Appendix L

Appendix L: Stark State College Nursing Full-time Faculty

Faculty Name	Degrees	Job Title
Anderson, Rachel	MSN, Western Governors University BSN, Kent State University	Instructor of Nursing - RN
Borrelli, Shannon	BSN, Kent State University	Instructor of Nursing - PN
Dawson, Amanda	DNP, Aspen University MSN, University of Phoenix BSN, University of Phoenix ASN, Cuyahoga Community College	Assistant Professor/Program Coordinator RN Completion for Paramedic
Barbara Dawson	MSN, Walden University BSN, Akron University	Instructor of Nursing - RN/Program Coordinator of Nursing PN
Stephanie Fischbach	MSN, Kent State University BSN, Kent State University	Instructor of Nursing - RN
Lawrence Fisher	MSN, Gonzaga University BSN, Kent State University AAS, Kent State University Diploma in Nursing, Massillon Community Hospital School of Nursing	Instructor of Nursing - RN
Brian Headley	BSN, Akron University	Instructor of Nursing – PN /Clinical and Lab Coordinator - PN
Laura Joseph	BSN, Kent State University	Instructor of Nursing – PN
Tammy Kaylor	MSN, Grand Canyon University BSN, Grand Canyon University AAS, Stark State College	Instructor of Nursing - RN
Kimberly Kerr	MSN, University of Missouri – Columbia BSN, Central Methodist College Diploma in Nursing, Massillon Community Hospital School of Nursing	Instructor of Nursing – RN/Clinical Coordinator -RN
Linzi Lentz	MSN, Walden University BSN, Ohio University	Instructor of Nursing - RN
Kimberly McBride	DNP, Chamberlain University MSN, University of Phoenix BSN, Malone University BA, Malone College AA, Stark State College LPN, Brook Army Medical Center	Instructor of Nursing – RN/Program Coordinator RN Completion for LPN
Robin McCann	MSN, Walsh University BSN, Walsh University Diploma in Nursing, Aultman College of Nursing	Instructor of Nursing – RN
Andrea Price	DNP, Walsh University MSN, Robert Morris University	Instructor of Nursing – RN/Department Chair -

	BSN, Youngstown State University	Nursing/Program Coordinator Concept Based RN
Isabel Ricker	MSN, Excelsior College BSN, Excelsior College ASN, Excelsior College	Instructor of Nursing – RN/Lab Coordinator of Nursing
ElizabethAnne Slater	MSN, Malone University BSN, Malone University AAS, Kent State University	Instructor of Nursing - RN

Stark State College

BSN Application

Nursing Enrollment

Appendix M

Appendix M: Stark State College Nursing Enrollment information

Projected Enrollment BSN

Academic Year	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29
BSN Student Count	0	0	0	0	36	69	69	69
Total BSN Graduates	0	0	0	0	0	36	69	69

ADN Enrollment and Graduation Data

Start Date	Graduation Date	Cohort	# of Student Enrolled	# of Graduating Students
Fall 2021	Spring 2023	Concept-Based DAY	51	48
Fall 2021	Spring 2023	Concept-Based E/W	23	21
Spring 2022	Spring 2023	RN Completion for LPN - Akron	23	18
		TOTAL	97	87
Fall 2021	Fall 2022	RN Completion for Paramedic - Main	12	15
Fall 2021	Fall 2022	RN Completion for LPN – Main	21	19
		TOTAL	33	33
Fall 2022	Spring 2024	Concept-Based DAY	53	52
Fall 2022	Spring 2024	Concept-Based E/W	15	15
Spring 2023	Spring 2024	RN Completion for LPN - Akron	22	19
		TOTAL	90	86
Fall 2022	Fall 2023	RN Completion for Paramedic - Main	17	16
Fall 2022	Fall 2023	RN Completion for LPN – Main	19	17
		TOTAL	36	33
Fall 2023	Spring 2025	Concept-Based DAY	68	0
Fall 2023	Spring 2025	Concept-Based E/W	18	0
Spring 2024	Spring 2025	RN Completion for LPN-Akron	15	0
		TOTAL	101	

Stark State College

BSN Application

Reference Page

Appendix N

Resources

Accreditation Commission for Education in Nursing (ACEN) (2023). *2023 Standard and Criteria* Retrieved from <https://resources.acennursing.org/space/SAC/1824227333/2023+Standards+and+Criteria?attachment=/download/attachments/1824227333/2023-Standards-and-Criteria-02282024.pdf&type=application/pdf&filename=2023-Standards-and-Criteria-02282024.pdf>

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Enrollment information on RN and BSN programs

Institution: Stark State College

Academic Year (fall to summer)	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
BSN admissions	0	0	0	0	0	0	0	0	36	69	69	69	69
Total BSN enrollment	0	0	0	0	0	0	0	0	36	69	69	69	69
BSN graduates	0	0	0	0	0	0	0	0	0	36	69	69	69
RN applications	173	194	117	141	141	125	170	185	170	170	170	170	170
RN admissions	145	156	94	120	120	114	142	148	156	156	156	156	156
RN waiting list	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RN graduates	114	159	131	143	122	120	121	123	151	151	151	151	151

Notes:

- **Information should be given as headcounts**
- **Columns on RN should be completed for 2017-2029**
- **Columns on BSN should be completed for 2024-2029**
- Year is the academic year: Fall semester-Summer semester
- BSN admissions is anticipated number admitted throughout the year
- Total BSN enrollment is an **estimate** of admissions + continuing students – graduates – stop outs. This will vary during the year with graduations and admissions. Give the maximum number of students that you estimate enrolled at any point in the year.
- BSN graduates is the anticipated number of graduates throughout the year.
- If you do not maintain an RN waiting list, use N/A instead.